

ANNUAL WORKFORCE REPORT

First Quarter

FISCAL YEAR 2005-06

**State of Michigan
Department of Civil Service**



Civil Service Commissioners:

**Susan Grimes Munsell, Chairperson
F. Thomas Lewand
Sherry L. McMillan
James P. Pitz**

James D. Farrell, State Personnel Director

STATISTICAL HIGHLIGHTS
First Quarter FY 2005-06

PROFILE OF FULL-TIME CLASSIFIED EMPLOYEES

Average Age	45.2
Average Annual Salary ¹	\$49,632
Average Years of Service	13.8

WORK FORCE CHARACTERISTICS

Females	51.2%
Males.....	48.4%
Eligible for Longevity	76.1%
Less than Six Years of Service	22.8%
Six to Ten Years of Service.....	20.8%
Over Ten Years of Service	56.4%
Exclusively Represented for Collective Bargaining.....	71.3%

FEDERALLY DEFINED RACE/ETHNIC GROUP DISTRIBUTION

American Indian	1.2%
Asian	1.2%
Black	17.6%
Hispanic	2.7%
White	77.0%
Not Disclosed	0.3%

¹ Average annual salary is calculated based on each employee's hourly rate of pay multiplied by 2,088 hours, regardless of their work schedule.

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GLOSSARY

SECTION ONE

TRENDS IN THE STATE CLASSIFIED WORKFORCE

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE
WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Table 1-1

Pay Period Number and Pay End Date 01 Dec 31, 2005

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
AGRICULTURE CENTRAL OFFICE	7901	491.0	6.0	13.0	47.0	14.0	41.0	612.0	0.5	611.5
AGRICULTURE		491.0	6.0	13.0	47.0	14.0	41.0	612.0	0.5	611.5
ATY GNRL CENTRAL OFFICE	1101	493.0	14.0	0.0	21.0	0.0	0.0	528.0	0.0	528.0
ATTORNEY GENERAL		493.0	14.0	0.0	21.0	0.0	0.0	528.0	0.0	528.0
LEGISLATIVE AUDITOR GENERAL	0301	109.0	0.0	13.0	24.0	0.0	6.0	152.0	0.0	152.0
AUDITOR GENERAL		109.0	0.0	13.0	24.0	0.0	6.0	152.0	0.0	152.0
CIV RGHT CENTRAL OFFICE	1501	116.0	0.0	0.0	14.0	0.0	3.0	133.0	0.0	133.0
CIVIL RIGHTS		116.0	0.0	0.0	14.0	0.0	3.0	133.0	0.0	133.0
CIV SERV CENTRAL OFFICE	1901	196.0	2.0	0.0	10.0	0.0	7.0	215.0	1.0	214.0
CIVIL SERVICE		196.0	2.0	0.0	10.0	0.0	7.0	215.0	1.0	214.0
DCH-CARO CENTER	3902	393.0	1.0	1.0	11.0	0.0	4.0	410.0	0.0	410.0
DCH-COM HEALTH CENTRAL OFFICE	3901	1,484.0	7.0	10.0	24.0	0.0	60.0	1,585.0	1.5	1,583.5
DCH-CTR FORENSIC PSYCHIATRY	3920	458.0	2.0	0.0	1.0	0.0	5.0	466.0	0.0	466.0
DCH-HAWTHORN CENTER NORTHVILLE	3906	188.0	3.0	0.0	2.0	0.0	3.0	196.0	0.0	196.0
DCH-HURON VALLEY CTR-ANN ARBOR	3904	252.0	3.0	0.0	0.0	0.0	0.0	255.0	0.0	255.0
DCH-KALAMAZOO PSYCHIATRIC HOSP	3909	363.0	13.0	0.0	30.0	0.0	0.0	406.0	0.0	406.0
DCH - MT. PLEASANT CENTER	3912	455.0	0.0	5.0	67.0	0.0	4.0	531.0	0.0	531.0
DCH-NORTHVILLE PSYCH HOSPITAL	3914	0.0	0.0	0.0	11.0	0.0	0.0	11.0	0.0	11.0
DCH-OFFICE OF SERVICES TO TH	3970	30.0	0.0	1.0	5.0	0.0	0.0	36.0	0.0	36.0
DCH - SOUTHGATE CENTER	3928	0.0	0.0	0.0	3.0	0.0	0.0	3.0	0.0	3.0
DCH-WALTER P. REUTHER PSY HOSP	3945	398.0	0.0	0.0	1.0	0.0	0.0	399.0	0.0	399.0
COMMUNITY HEALTH		4,021.0	29.0	17.0	155.0	0.0	76.0	4,298.0	1.5	4,296.5
DOC-ADRIAN/GUS HARRISON FAC	4729	514.0	0.0	0.0	1.0	0.0	0.0	515.0	0.0	515.0
DOC-ALGER MAX SECURITY CORRECT	4735	350.0	0.0	0.0	1.0	0.0	1.0	352.0	0.0	352.0
DOC-BARAGA FACILITY	4740	424.0	2.0	0.0	1.0	0.0	0.0	427.0	0.0	427.0
DOC-BELLAMY CREEK FACILITY	4748	481.0	0.0	0.0	1.0	0.0	0.0	482.0	0.0	482.0
DOC-BROOKS FACTY/MUSKEGON TEMP	4730	526.0	0.0	0.0	1.0	0.0	0.0	527.0	0.0	527.0
DOC-CARSON CITY FAC/CARSON CIT	4731	535.0	0.0	0.0	1.0	0.0	0.0	536.0	0.5	535.5

MIDB HWF04 By Emp Status

Universe: HR HUMAN RESOURCES

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

STATE OF MICHIGAN
ACTIVE CLASSIFIED EMPLOYEES BY EMPLOYEE STATUS STATEWIDE
WITH DEPARTMENT AND PROCESS LEVEL DETAIL

Pay Period Number and Pay End Date 01 Dec 31, 2005

DEPARTMENT / PROCESS LEVEL		FULL TIME	PART TIME	PERMANENT INTERMITTENT	LIMITED TERM	SEASONAL	NON CAREER	SUB-TOTAL EMPLOYEES	JOB SHARE ADJUSTMENT	TOTAL EMPLOYEES
DOC-CHIPPEWA FAC/CHIPPEWA TEM	4732	564.0	0.0	0.0	1.0	0.0	0.0	565.0	0.0	565.0
DOC-COOPER STREET FACILITY	4752	374.0	0.0	0.0	1.0	0.0	0.0	375.0	0.0	375.0
DOC-CORRECTN CENTRAL OFFICE	4702	504.0	0.0	0.0	33.0	0.0	36.0	573.0	0.0	573.0
DOC-COTTON FACILITY	4720	447.0	0.0	1.0	1.0	0.0	0.0	449.0	0.0	449.0
DOC-CRANE FACILITY	4716	361.0	0.0	0.0	1.0	0.0	0.0	362.0	0.0	362.0
DOC-DEERFIELD CORRECTIONAL FCL	4719	208.0	0.0	0.0	1.0	0.0	0.0	209.0	0.0	209.0
DOC-EGELER FACILITY	4727	710.0	0.0	0.0	1.0	0.0	0.0	711.0	0.0	711.0
DOC-FIELD OPERATION REGION III	4763	560.0	15.0	0.0	2.0	0.0	0.0	577.0	0.0	577.0
DOC-FIELD OPERATIONS REGION I	4761	517.0	0.0	0.0	2.0	0.0	0.0	519.0	0.0	519.0
DOC-FIELD OPERATIONS REGION II	4762	584.0	2.0	5.0	2.0	0.0	0.0	593.0	0.0	593.0
DOC-HANDLON MI TRAINING UNT	4705	283.0	0.0	0.0	0.0	0.0	0.0	283.0	0.0	283.0
DOC-HURON VALLEY CORR COMPLEX	4715	776.0	6.0	0.0	1.0	0.0	0.0	783.0	0.0	783.0
DOC-IONIA MAXIMUM FACILITY	4724	328.0	0.0	0.0	1.0	0.0	0.0	329.0	0.0	329.0
DOC-JACKSON CENTRAL REGION	4750	88.0	0.0	0.0	0.0	0.0	0.0	88.0	0.0	88.0
DOC-KINROSS/HIAWATHA FACILITY	4712	566.0	0.0	0.0	1.0	0.0	0.0	567.0	0.5	566.5
DOC-LAKELAND MENS FACILITY	4718	297.0	0.0	0.0	0.0	0.0	0.0	297.0	0.0	297.0
DOC-MACOMB FACILITY	4741	313.0	1.0	0.0	1.0	0.0	0.0	315.0	0.5	314.5
DOC-MARQUETTE BRANCH PRISON	4706	411.0	0.0	0.0	1.0	0.0	0.0	412.0	0.0	412.0
DOC-MICHIGAN STATE INDUSTRIES	4709	201.0	0.0	0.0	0.0	0.0	2.0	203.0	0.0	203.0
DOC-MID MICHIGAN FACILITY	4733	586.0	0.0	0.0	1.0	0.0	0.0	587.0	0.0	587.0
DOC-MOUND FACILITY	4737	318.0	1.0	0.0	1.0	0.0	0.0	320.0	0.0	320.0
DOC-MUSKEGON FACILITY	4704	285.0	0.0	0.0	2.0	0.0	0.0	287.0	0.0	287.0
DOC-NEWBERRY FACILITY	4743	338.0	0.0	0.0	1.0	0.0	0.0	339.0	0.0	339.0
DOC-OAKS FACILITY	4739	384.0	0.0	0.0	2.0	0.0	0.0	386.0	0.0	386.0
DOC-OJIBWAY FACILITY	4746	275.0	1.0	0.0	1.0	0.0	0.0	277.0	0.0	277.0
DOC-PARNALL FACILITY	4751	269.0	0.0	1.0	1.0	0.0	0.0	271.0	0.5	270.5
DOC-PINE RIVER FACILITY	4744	236.0	0.0	0.0	1.0	0.0	0.0	237.0	0.0	237.0
DOC-PUGSLEY FACILITY	4745	259.0	1.0	0.0	1.0	0.0	0.0	261.0	0.0	261.0
DOC-RIVERSIDE FACILITY	4711	431.0	0.0	0.0	0.0	0.0	0.0	431.0	0.0	431.0

Table 1-1

MIDB HWF04 By Emp Status

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DOC-RYAN FACILITY	4738	320.0	0.0	0.0	1.0	0.0	0.0	321.0	0.0	321.0
DOC-SAGINAW FACILITY	4742	357.0	2.0	0.0	1.0	0.0	0.0	360.0	0.0	360.0
DOC-SCOTT FACILITY	4721	343.0	0.0	0.0	1.0	0.0	0.0	344.0	0.0	344.0
DOC-SOUTHERN MICHIGAN FACILITY	4753	420.0	0.0	0.0	0.0	0.0	0.0	420.0	0.0	420.0
DOC-STANDISH MAXIMUM FACILITY	4734	424.0	1.0	0.0	2.0	0.0	0.0	427.0	0.0	427.0
DOC-THUMB FACILITY	4725	338.0	0.0	0.0	1.0	0.0	0.0	339.0	0.0	339.0
CORRECTIONS		16,505.0	32.0	7.0	73.0	0.0	39.0	16,656.0	2.0	16,654.0
EDUCATION	3103	259.0	9.0	5.0	24.0	73.0	1.0	371.0	1.5	369.5
EDUCATION		259.0	9.0	5.0	24.0	73.0	1.0	371.0	1.5	369.5
DEPARTMENT OF ENVIRONMENTAL QU	7601	1,371.0	8.0	14.0	42.0	0.0	83.0	1,518.0	4.5	1,513.5
ENVIRONMENTAL QUALITY		1,371.0	8.0	14.0	42.0	0.0	83.0	1,518.0	4.5	1,513.5
OFFICE OF THE GOVERNOR	0101	0.0	0.0	0.0	45.0	0.0	3.0	48.0	0.0	48.0
EXECUTIVE OFFICE		0.0	0.0	0.0	45.0	0.0	3.0	48.0	0.0	48.0
HISTORY ARTS AND LIBRARIES	2501	178.0	2.0	5.0	5.0	8.0	35.0	233.0	2.5	230.5
HISTORY ARTS AND LIBRARIES		178.0	2.0	5.0	5.0	8.0	35.0	233.0	2.5	230.5
DHS-BERRIEN COUNTY	4322	151.0	0.0	0.0	1.0	2.0	0.0	154.0	0.0	154.0
DHS-CALHOUN COUNTY	4323	127.0	0.0	0.0	2.0	0.0	0.0	129.0	0.0	129.0
DHS-COUNTIES	4308	2,067.0	2.0	1.0	89.0	2.0	0.0	2,161.0	1.5	2,159.5
DHS-DPT OF HUMAN SVCS CNTL OFC	4301	1,716.0	7.0	24.0	66.0	3.0	5.0	1,821.0	5.5	1,815.5
DHS-GENESEE COUNTY	4302	479.0	0.0	0.0	10.0	0.0	0.0	489.0	0.0	489.0
DHS-INGHAM COUNTY	4312	215.0	0.0	0.0	1.0	0.0	0.0	216.0	0.0	216.0
DHS - INSTITUTIONS	4307	279.0	1.0	23.0	24.0	0.0	2.0	329.0	0.0	329.0
DHS-JACKSON COUNTY	4315	121.0	0.0	0.0	7.0	0.0	0.0	128.0	0.0	128.0
DHS-KALAMAZOO COUNTY	4314	177.0	0.0	0.0	2.0	0.0	0.0	179.0	0.0	179.0
DHS-KENT COUNTY	4303	366.0	0.0	0.0	14.0	0.0	0.0	380.0	0.5	379.5
DHS-MACOMB COUNTY	4304	324.0	0.0	0.0	21.0	0.0	0.0	345.0	0.5	344.5
DHS-MAXEY TRAINING SCHOOL	4311	304.0	0.0	0.0	3.0	0.0	0.0	307.0	0.0	307.0
DHS-MUSKEGON COUNTY	4324	174.0	0.0	0.0	1.0	0.0	0.0	175.0	0.0	175.0

MIDB HWF04 By Emp Status

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STATE OF MICHIGAN
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DHS-OAKLAND COUNTY	4305	407.0	0.0	0.0	6.0	0.0	0.0	413.0	0.0	413.0
DHS-SAGINAW COUNTY	4313	226.0	0.0	0.0	1.0	0.0	0.0	227.0	0.0	227.0
DHS-WASHTENAW	4325	120.0	0.0	0.0	1.0	0.0	0.0	121.0	0.0	121.0
DHS-WAYNE COUNTY DSS	4306	125.0	0.0	0.0	12.0	0.0	0.0	137.0	0.0	137.0
DHS-WAYNE COUNTY O.C.Y.S.	4320	668.0	0.0	0.0	9.0	0.0	0.0	677.0	0.0	677.0
DHS-WAYNE COUNTY ZONE 3	4318	400.0	0.0	0.0	8.0	0.0	0.0	408.0	0.0	408.0
DHS-WAYNE COUNTY ZONE 4	4319	570.0	0.0	0.0	11.0	0.0	0.0	581.0	0.0	581.0
DHS-WAYNE COUNTY ZONE L	4316	399.0	0.0	0.0	12.0	0.0	0.0	411.0	0.0	411.0
HUMAN SERVICES		9,415.0	10.0	48.0	301.0	7.0	7.0	9,788.0	8.0	9,780.0
DEPT OF INFORMATION TECHNOLOGY	0801	1,649.0	6.0	2.0	27.0	0.0	43.0	1,727.0	0.0	1,727.0
INFORMATION TECHNOLOGY		1,649.0	6.0	2.0	27.0	0.0	43.0	1,727.0	0.0	1,727.0
DEPT OF LABOR/ECONOMIC GROWTH	6401	3,746.0	39.0	24.0	75.0	42.0	144.0	4,070.0	7.5	4,062.5
MES BOARD OF REVIEW	6415	15.0	0.0	0.0	1.0	0.0	0.0	16.0	0.0	16.0
STRATEGIC FUND	0740	154.0	3.0	12.0	9.0	0.0	59.0	237.0	1.0	236.0
LABOR & ECONOMIC GROWTH		3,915.0	42.0	36.0	85.0	42.0	203.0	4,323.0	8.5	4,314.5
MGMT BUD CENTRAL OFFICE	0701	908.0	16.0	3.0	44.0	0.0	45.0	1,016.0	6.5	1,009.5
MANAGEMENT & BUDGET		908.0	16.0	3.0	44.0	0.0	45.0	1,016.0	6.5	1,009.5
D.J. JACOBETTI HOME FOR VETERA	5103	143.0	5.0	2.0	0.0	4.0	3.0	157.0	1.0	156.0
GRAND RAPIDS HOME FOR VETERANS	5102	467.0	1.0	11.0	0.0	13.0	15.0	507.0	0.0	507.0
MIL AFFR CENTRAL OFFICE	5101	235.0	1.0	11.0	9.0	3.0	5.0	264.0	0.0	264.0
MILITARY AFFAIRS		845.0	7.0	24.0	9.0	20.0	23.0	928.0	1.0	927.0
DEPARTMENT OF NATURAL RESOURCE	7501	1,353.0	9.0	58.0	18.0	76.0	106.0	1,620.0	1.5	1,618.5
NATURAL RESOURCES		1,353.0	9.0	58.0	18.0	76.0	106.0	1,620.0	1.5	1,618.5
DEPARTMENT OF STATE	2301	1,301.0	0.0	369.0	18.0	0.0	188.0	1,876.0	0.0	1,876.0
STATE		1,301.0	0.0	369.0	18.0	0.0	188.0	1,876.0	0.0	1,876.0
STATE POLICE	5501	2,624.0	38.0	3.0	30.0	0.0	18.0	2,713.0	1.5	2,711.5
STATE POLICE		2,624.0	38.0	3.0	30.0	0.0	18.0	2,713.0	1.5	2,711.5
BRIDGE AUTHORITIES-INTERNATION	5903	32.0	0.0	0.0	2.0	0.0	6.0	40.0	0.0	40.0

MIDB HWF04 By Emp Status

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BRIDGE AUTHORITIES-MACKINAC	5902	52.0	0.0	26.0	6.0	0.0	4.0	88.0	0.0	88.0
TRANSPORTATION CENTRAL OFFICE	5901	2,631.0	32.0	13.0	64.0	12.0	116.0	2,868.0	7.5	2,860.5
TRANSPORTATION		2,715.0	32.0	39.0	72.0	12.0	126.0	2,996.0	7.5	2,988.5
BUREAU OF STATE LOTTERY	2795	158.0	0.0	0.0	2.0	0.0	5.0	165.0	0.0	165.0
GAMING CONTROL	2707	90.0	1.0	1.0	7.0	0.0	13.0	112.0	0.5	111.5
TREASURY CENTRAL PAYROLL	2701	1,254.0	5.0	14.0	12.0	0.0	36.0	1,321.0	0.5	1,320.5
TREASURY		1,502.0	6.0	15.0	21.0	0.0	54.0	1,598.0	1.0	1,597.0
STATEWIDE TOTAL		49,966.0	268.0	671.0	1,085.0	252.0	1,107.0	53,349.0	49.0	53,300.0

MIDB HWF04 By Emp Status

Universe: HR HUMAN RESOURCES

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only. Job share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee. Individuals sharing jobs can be part time, permanent intermittent, limited term, seasonal, or non-career. For this report, the actual number of employees who job share are divided in half.

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2006 Appropriated (A)	FTE Positions 12/31/2005 (B)	FTE Positions 09/24/2005 (C)	Difference 12/31/2005 - 09/24/2005 (B - C)	Difference 12/31/2005 - Appropriated (B - A)
AGRICULTURE	Regular	691.0	578.1	594.6	-16.5	-112.9
	Overtime	0.0	0.7	6.5	-5.9	0.7
	Total	691.0	578.8	601.1	-22.3	-112.2
ATTORNEY GENERAL	Regular	560.0	525.1	511.3	13.8	-34.9
	Overtime	0.0	0.1	1.2	-1.1	0.1
	Total	560.0	525.2	512.5	12.8	-34.8
AUDITOR GENERAL	Regular	0.0	146.8	148.7	-1.9	146.8
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	0.0	146.8	148.7	-1.9	146.8
CIVIL RIGHTS	Regular	136.0	129.8	130.7	-0.9	-6.2
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	136.0	129.8	130.7	-0.9	-6.2
CIVIL SERVICE	Regular	240.5	207.3	205.9	1.3	-33.2
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	240.5	207.3	205.9	1.3	-33.2
COMMUNITY HEALTH	Regular	4,668.6	4,250.8	4,238.2	12.6	-417.8
	Overtime	0.0	400.9	112.0	288.8	400.9
	Total	4,668.6	4,651.7	4,350.2	301.5	-16.9
CORRECTIONS	Regular	17,510.2	17,116.5	16,311.8	804.8	-393.7
	Overtime	0.0	2,599.6	778.0	1,821.6	2,599.6
	Total	17,510.2	19,716.2	17,089.8	2,626.4	2,206.0
EDUCATION	Regular	417.5	367.0	360.2	6.9	-50.5
	Overtime	0.0	0.7	2.5	-1.8	0.7
	Total	417.5	367.8	362.7	5.1	-49.7
ENVIRONMENTAL QUALITY	Regular	1,567.2	1,458.2	1,446.4	11.7	-109.0
	Overtime	0.0	1.7	1.0	0.7	1.7
	Total	1,567.2	1,459.9	1,447.4	12.5	-107.3
EXECUTIVE OFFICE	Regular	74.2	45.8	47.2	-1.4	-28.4
	Overtime	0.0	0.0	0.0	0.0	0.0
	Total	74.2	45.8	47.2	-1.4	-28.4

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2006 Appropriated (A)	FTE Positions 12/31/2005 (B)	FTE Positions 09/24/2005 (C)	Difference 12/31/2005 - 09/24/2005 (B - C)	Difference 12/31/2005 - Appropriated (B - A)
HISTORY ARTS AND LIBRARIES	Regular	232.0	195.7	226.1	-30.4	-36.3
	Overtime	0.0	0.0	0.2	-0.2	0.0
	Total	232.0	195.7	226.3	-30.6	-36.3
HUMAN SERVICES	Regular	10,281.0	9,703.8	9,844.9	-141.1	-577.2
	Overtime	0.0	175.3	146.7	28.6	175.3
	Total	10,281.0	9,879.1	9,991.7	-112.5	-401.9
INFORMATION TECHNOLOGY	Regular	1,760.4	1,698.8	1,679.2	19.5	-61.6
	Overtime	0.0	18.9	21.2	-2.2	18.9
	Total	1,760.4	1,717.7	1,700.4	17.3	-42.7
LABOR & ECONOMIC GROWTH	Regular	4,351.5	4,169.1	4,096.3	72.8	-182.4
	Overtime	0.0	63.9	108.8	-45.0	63.9
	Total	4,351.5	4,232.9	4,205.1	27.8	-118.6
MANAGEMENT & BUDGET	Regular	745.0	989.5	992.0	-2.4	244.5
	Overtime	0.0	11.2	11.2	0.0	11.2
	Total	745.0	1,000.7	1,003.2	-2.5	255.7
MILITARY AFFAIRS	Regular	1,016.0	916.4	922.1	-5.7	-99.6
	Overtime	0.0	90.5	26.4	64.1	90.5
	Total	1,016.0	1,006.9	948.5	58.4	-9.1
NATURAL RESOURCES	Regular	2,073.5	1,489.3	2,207.1	-717.8	-584.2
	Overtime	0.0	7.4	25.8	-18.4	7.4
	Total	2,073.5	1,496.7	2,232.8	-736.2	-576.8
STATE	Regular	1,853.8	1,677.2	1,743.1	-65.9	-176.6
	Overtime	0.0	2.2	4.2	-2.0	2.2
	Total	1,853.8	1,679.3	1,747.3	-68.0	-174.5
STATE POLICE	Regular	2,897.0	2,685.5	2,687.8	-2.3	-211.5
	Overtime	0.0	251.4	185.7	65.6	251.4
	Total	2,897.0	2,936.8	2,873.5	63.4	39.8
TRANSPORTATION	Regular	3,022.3	2,875.4	3,014.1	-138.7	-146.9
	Overtime	0.0	85.0	195.7	-110.8	85.0
	Total	3,022.3	2,960.4	3,209.8	-249.4	-61.9

Full-Time Equated Employee Statistical Reporting System

Full-Time Equated Position Report

DEPARTMENT		FTE Positions Fiscal Year 2006 Appropriated (A)	FTE Positions 12/31/2005 (B)	FTE Positions 09/24/2005 (C)	Difference 12/31/2005 - 09/24/2005 (B - C)	Difference 12/31/2005 - Appropriated (B - A)
TREASURY	Regular	1,691.5	1,557.3	1,529.4	27.9	-134.2
	Overtime	0.0	6.4	2.1	4.3	6.4
	Total	1,691.5	1,563.7	1,531.5	32.2	-127.8
STATEWIDE TOTALS	Total Regular	55,789.2	52,783.3	52,936.9	-153.6	-3,005.9
	Total Overtime	0	3,715.8	1,629.4	2,086.4	3,715.8
	Grand Total	55,789.2	56,499.1	54,566.2	1,932.9	709.9

Note: Regular FTE's are the number of full-time equated positions based on regular time pay codes (total regular hours worked divided by 80). Overtime FTE's are the number of full-time equated positions based on overtime pay codes (total overtime hours worked divided by 80). Prior to FY2001 total overtime hours worked were multiplied by 1.5, then divided by 80). Overtime FTE's are not appropriated as a separate category.

Source: Appropriated Position Figures - DMB, Office of the Budget. FTE Positions - MAIN, MIDB.

NUMBER AND PERCENT OF CLASSIFIED EMPLOYEES BY DEPARTMENT

DEPARTMENT	Pay Period Ending 9/24/2005		Pay Period Ending 12/31/2005	
	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES	NUMBER OF EMPLOYEES	PERCENT OF TOTAL CLASSIFIED EMPLOYEES
Agriculture	627.5	1.2%	611.5	1.1%
Attorney General	518.0	1.0%	528.0	1.0%
Auditor General	154.0	0.3%	152.0	0.3%
Civil Rights	133.0	0.2%	133.0	0.2%
Civil Service	213.0	0.4%	214.0	0.4%
Community Health	4,344.5	8.0%	4,296.5	8.1%
Corrections	16,461.5	30.2%	16,656.0	31.2%
Education	364.0	0.7%	371.0	0.7%
Environmental Quality	1,503.5	2.8%	1,518.0	2.8%
Executive Office	51.0	0.1%	48.0	0.1%
History Arts and Libraries	255.5	0.5%	233.0	0.4%
Human Services	9,923.0	18.2%	9,788.0	18.3%
Information Technology	1,711.0	3.1%	1,727.0	3.2%
Labor and Economic Growth	4,251.5	7.8%	4,323.0	8.1%
Management and Budget	1,009.0	1.9%	1,016.0	1.9%
Military & Veterans Affairs	956.0	1.8%	928.0	1.7%
Natural Resources	2,682.5	4.9%	1,620.0	3.0%
State	1,898.0	3.5%	1,876.0	3.5%
State Police	2,717.5	5.0%	2,713.0	5.1%
Transportation	3,120.5	5.7%	2,996.0	5.6%
Treasury	1,563.0	2.9%	1,598.0	3.0%
TOTAL	54,457.5	100.0%	53,346.0	100.0%

Source: MAIN, MIDB Civil Service HWF03

Comments: Statewide the number of classified employees decreased 2% from September 24 to December 31, 2005.

FISCAL YEAR TO DATE AVERAGE NUMBER OF CLASSIFIED EMPLOYEES BY DEPARTMENT

Table 1-4

As of Pay End Date: 12/31/2005

Department	Current Period Number of Employees
AGRICULTURE	591.5
ATTORNEY GENERAL	528.0
AUDITOR GENERAL	146.0
CIVIL RIGHTS	130.0
CIVIL SERVICE	212.0
COMMUNITY HEALTH	4,228.5
CORRECTIONS	16,616.0
EDUCATION	368.5
ENVIRONMENTAL QUALITY	1,430.5
EXECUTIVE OFFICE	45.0
HISTORY ARTS AND LIBRARIES	195.5
HUMAN SERVICES	9,777.0
INFORMATION TECHNOLOGY	1,684.0
LABOR & ECONOMIC GROWTH	4,111.5
MANAGEMENT & BUDGET	964.5
MILITARY AFFAIRS	909.0
NATURAL RESOURCES	1,520.5
STATE	1,688.0
STATE POLICE	2,693.5
TRANSPORTATION	2,872.5
TREASURY	1,555.0
Sum:	52,267.0

Department	Number of Pay Periods	FYTD Average Number of Employees
AGRICULTURE	7.0	599.5
ATTORNEY GENERAL	7.0	527.1
AUDITOR GENERAL	7.0	146.7
CIVIL RIGHTS	7.0	129.7
CIVIL SERVICE	7.0	209.3
COMMUNITY HEALTH	7.0	4,234.6
CORRECTIONS	7.0	16,539.3
EDUCATION	7.0	365.3
ENVIRONMENTAL QUALITY	7.0	1,424.4
EXECUTIVE OFFICE	7.0	46.4
HISTORY ARTS AND LIBRARIES	7.0	199.4
HUMAN SERVICES	7.0	9,848.3
INFORMATION TECHNOLOGY	7.0	1,682.3
LABOR & ECONOMIC GROWTH	7.0	4,095.1
MANAGEMENT & BUDGET	7.0	963.9
MILITARY AFFAIRS	7.0	920.6
NATURAL RESOURCES	7.0	1,635.9
STATE	7.0	1,681.6
STATE POLICE	7.0	2,697.6
TRANSPORTATION	7.0	2,873.1
TREASURY	7.0	1,542.1
Sum:		52,362.2

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent approximately 94% of all non-career appointments at this time. For this report, the number of employees who Job Share are divided in half. Job Share positions are those occupied by two or more individuals scheduled to share a job by performing the duties which would normally be assigned to a single employee.

SECTION TWO

CHARACTERISTICS OF CLASSIFIED EMPLOYEES

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY DEPARTMENT

PAY PERIOD ENDING DECEMBER 31, 2005

DEPARTMENT NAME	NUMBER OF EMPLOYEES	PERCENT OF CLASSIFIED EMPLOYEES	AVERAGE AGE	AVERAGE HOURLY PAY RATE	COUNT OF EMPLOYEES RECEIVING LONGEVITY	PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY
AGRICULTURE	613	1%	44.8	\$24.70	381	62%
ATTORNEY GENERAL	528	1%	46.7	\$33.70	368	70%
AUDITOR GENERAL	152	0%	38.8	\$31.03	116	76%
CIVIL RIGHTS	133	0%	45.0	\$26.14	86	65%
CIVIL SERVICE	215	0%	47.0	\$26.74	165	77%
COMMUNITY HEALTH	4,327	8%	47.5	\$24.36	3,091	71%
CORRECTIONS	16,739	31%	44.0	\$22.64	13,610	81%
EDUCATION	371	1%	48.9	\$27.16	231	62%
ENVIRONMENTAL QUALITY	1,518	3%	44.8	\$26.43	1,122	74%
EXECUTIVE OFFICE	48	0%	36.5	\$23.75	7	15%
HISTORY ARTS AND LIBRARIES	233	0%	45.1	\$22.36	146	63%
HUMAN SERVICES	9,807	18%	47.1	\$22.98	7,816	80%
INFORMATION TECHNOLOGY	1,728	3%	45.9	\$28.33	1,362	79%
LABOR & ECONOMIC GROWTH	4,326	8%	46.6	\$24.48	2,876	66%
MANAGEMENT & BUDGET	1,017	2%	46.0	\$24.52	779	77%
MILITARY AFFAIRS	930	2%	46.5	\$21.17	672	72%
NATURAL RESOURCES	1,624	3%	44.4	\$23.15	1,185	73%
STATE	1,878	4%	45.3	\$20.28	1,289	69%
STATE POLICE	2,723	5%	41.1	\$26.59	2,278	84%
TRANSPORTATION	3,001	6%	43.8	\$24.07	2,071	69%
TREASURY	1,599	3%	45.7	\$24.28	1,063	66%
STATEWIDE TOTALS	53,510	100%	45.2	\$23.77	40,714	76%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, workers compensation or non career in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING DECEMBER 31, 2005

Department	Total Employees	Health Insurance						Dental Insurance						Vision Insurance	
		State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
AGRICULTURE	572	309	54%	226	40%	7	1%	534	93%	10	2%	3	1%	549	96%
ATTORNEY GENERAL	528	254	48%	230	44%	5	1%	488	92%	11	2%	3	1%	506	96%
AUDITOR GENERAL	146	34	23%	90	62%	9	6%	128	88%	3	2%	1	1%	134	92%
CIVIL RIGHTS	130	76	58%	48	37%	2	2%	124	95%	3	2%	1	1%	128	98%
CIVIL SERVICE	208	82	39%	110	53%	1	0%	191	92%	4	2%	0	0%	194	93%
COMMUNITY HEALTH	4,251	2,527	59%	1,409	33%	49	1%	3,899	92%	103	2%	15	0%	4,023	95%
CORRECTIONS	16,700	10,020	60%	5,580	33%	124	1%	15,481	93%	320	2%	34	0%	15,840	95%
EDUCATION	370	178	48%	150	41%	6	2%	329	89%	6	2%	5	1%	341	92%
ENVIRONMENTAL QUALITY	1,435	657	46%	677	47%	22	2%	1,332	93%	29	2%	4	0%	1,369	95%
EXECUTIVE OFFICE	45	26	58%	12	27%	0	0%	41	91%	1	2%	0	0%	42	93%
HISTORY ARTS AND LIBRARIES	198	90	45%	95	48%	0	0%	182	92%	4	2%	1	1%	186	94%
HUMAN SERVICES	9,800	5,584	57%	3,644	37%	90	1%	9,056	92%	318	3%	31	0%	9,407	96%
INFORMATION TECHNOLOGY	1,685	647	38%	910	54%	26	2%	1,522	90%	58	3%	6	0%	1,593	95%
LABOR & ECONOMIC GROWTH	3,945	1,979	50%	1,668	42%	65	2%	3,568	90%	165	4%	13	0%	3,763	95%
MANAGEMENT & BUDGET	1,150	386	34%	677	59%	14	1%	1,058	92%	20	2%	4	0%	1,084	94%
MILITARY AFFAIRS	907	369	41%	481	53%	14	2%	864	95%	3	0%	1	0%	870	96%
NATURAL RESOURCES	1,518	1,038	68%	367	24%	24	2%	1,423	94%	12	1%	8	1%	1,450	96%
STATE	1,690	826	49%	751	44%	26	2%	1,569	93%	43	3%	10	1%	1,626	96%
STATE POLICE	2,705	2,041	75%	529	20%	18	1%	2,581	95%	22	1%	5	0%	2,610	96%
TRANSPORTATION	2,875	1,595	55%	1,102	38%	36	1%	2,709	94%	31	1%	9	0%	2,756	96%
TREASURY	1,545	596	39%	816	53%	28	2%	1,384	90%	65	4%	8	1%	1,457	94%
STATEWIDE TOTALS:	52,403	29,314	56%	19,572	37%	566	1%	48,463	92%	1,231	2%	162	0%	49,928	95%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY DEPARTMENT
PAY PERIOD ENDING DECEMBER 31, 2005

Department	Total Employees	Disability Insurance				Life Insurance				Long Term Care Insurance	
		CMI	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
AGRICULTURE	572	487	85%	0	0%	535	94%	37	6%	79	14%
ATTORNEY GENERAL	528	434	82%	0	0%	509	96%	18	3%	94	18%
AUDITOR GENERAL	146	130	89%	0	0%	124	85%	22	15%	33	23%
CIVIL RIGHTS	130	117	90%	0	0%	118	91%	12	9%	24	18%
CIVIL SERVICE	208	194	93%	0	0%	196	94%	12	6%	75	36%
COMMUNITY HEALTH	4,251	3,879	91%	0	0%	4,032	95%	218	5%	519	12%
CORRECTIONS	16,700	15,834	95%	0	0%	16,192	97%	501	3%	998	6%
EDUCATION	370	273	74%	0	0%	340	92%	30	8%	74	20%
ENVIRONMENTAL QUALITY	1,435	1,252	87%	0	0%	1,315	92%	119	8%	241	17%
EXECUTIVE OFFICE	45	20	44%	0	0%	37	82%	8	18%	1	2%
HISTORY ARTS AND LIBRARIES	198	166	84%	0	0%	181	91%	17	9%	53	27%
HUMAN SERVICES	9,800	9,262	95%	0	0%	9,285	95%	512	5%	1,372	14%
INFORMATION TECHNOLOGY	1,685	1,439	85%	44	3%	1,588	94%	93	6%	268	16%
LABOR & ECONOMIC GROWTH	3,945	3,467	88%	4	0%	3,669	93%	270	7%	603	15%
MANAGEMENT & BUDGET	1,150	1,024	89%	1	0%	1,083	94%	66	6%	191	17%
MILITARY AFFAIRS	907	788	87%	0	0%	869	96%	35	4%	75	8%
NATURAL RESOURCES	1,518	1,360	90%	0	0%	1,439	95%	79	5%	187	12%
STATE	1,690	1,503	89%	0	0%	1,592	94%	97	6%	247	15%
STATE POLICE	2,705	2,455	91%	1,688	62%	2,564	95%	108	4%	221	8%
TRANSPORTATION	2,875	2,556	89%	0	0%	2,694	94%	179	6%	307	11%
TREASURY	1,545	1,356	88%	0	0%	1,443	93%	99	6%	230	15%
STATEWIDE TOTALS:	52,403	47,996	92%	1,737	3%	49,805	95%	2,532	5%	5,892	11%

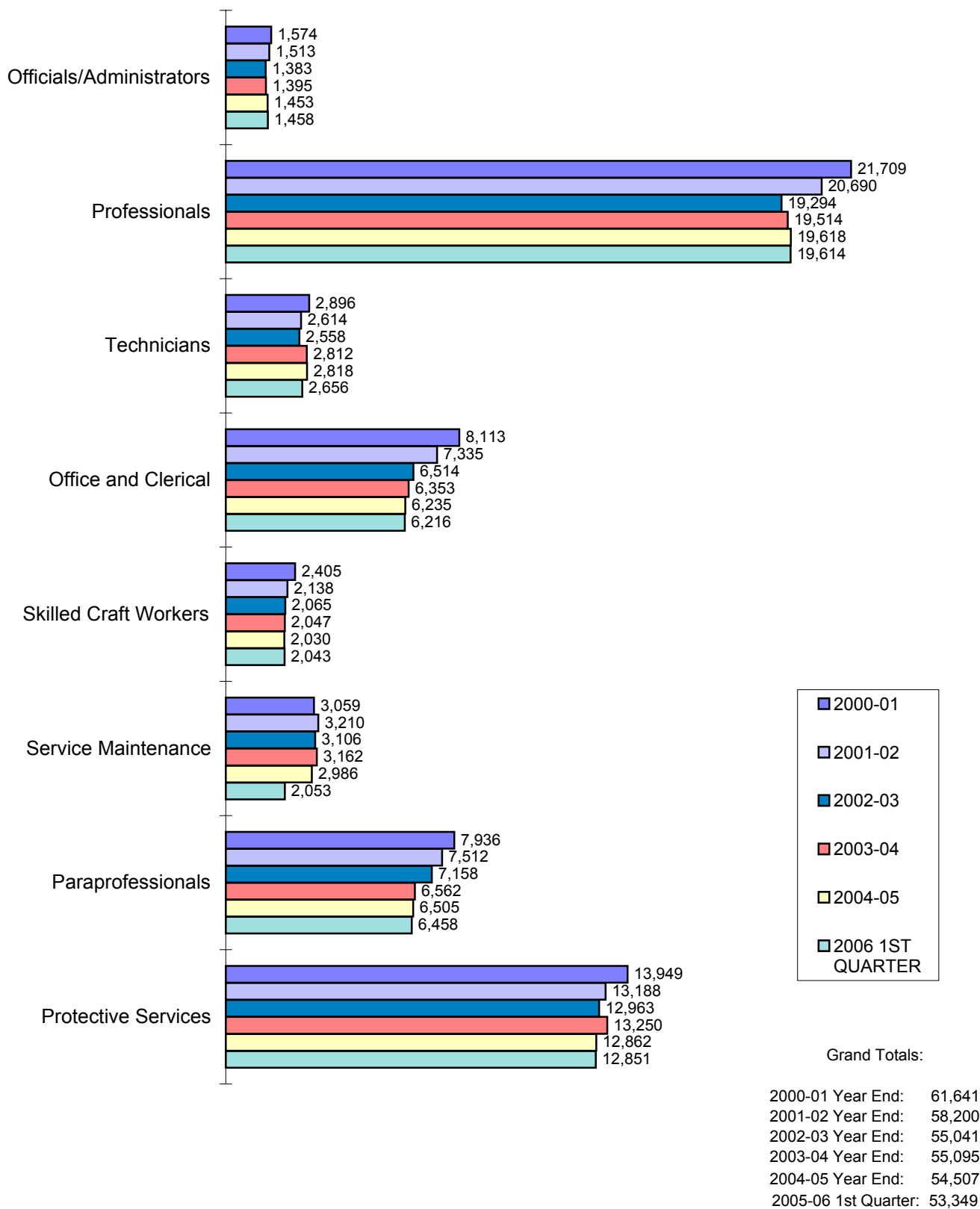
NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

Age Distribution for Classified Employees by Department
Pay Period Ending: December 31, 2005

DEPARTMENT	19 & Under	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & Over	Total
AGRICULTURE	4	25	57	54	43	95	94	139	67	24	10	0	612
ATTORNEY GENERAL	0	4	24	53	64	73	91	98	84	34	3	0	528
AUDITOR GENERAL	0	17	23	17	22	27	24	12	8	2	0	0	152
CIVIL RIGHTS	0	2	15	17	13	12	20	23	25	6	0	0	133
CIVIL SERVICE	0	2	12	21	15	27	41	44	40	10	2	1	215
COMMUNITY HEALTH	15	108	211	240	312	467	911	1,126	649	210	43	6	4,298
CORRECTIONS	6	181	857	1,967	2,782	3,057	3,031	2,802	1,535	372	58	8	16,656
EDUCATION	0	4	23	18	24	25	73	98	71	30	4	1	371
ENVIRONMENTAL QUALITY	9	67	113	121	140	222	269	338	182	49	8	0	1,518
EXECUTIVE OFFICE	0	8	11	10	0	7	6	3	1	1	1	0	48
HISTORY ARTS AND LIBRARIES	2	12	11	20	37	25	36	37	35	14	2	2	233
HUMAN SERVICES	0	42	568	916	925	1,014	1,710	2,561	1,595	375	67	15	9,788
INFORMATION TECHNOLOGY	7	42	79	146	162	293	340	355	238	59	5	1	1,727
LABOR & ECONOMIC GROWTH	24	166	262	309	375	441	774	944	731	222	49	26	4,323
MANAGEMENT & BUDGET	11	34	51	59	98	129	195	281	125	27	6	0	1,016
MILITARY AFFAIRS	1	21	41	72	93	138	181	215	118	34	10	4	928
NATURAL RESOURCES	5	45	113	197	191	229	285	316	173	51	8	7	1,620
STATE	10	95	115	143	160	266	330	436	242	66	7	6	1,876
STATE POLICE	0	34	245	480	523	532	429	292	140	28	8	2	2,713
TRANSPORTATION	15	136	253	268	376	441	539	541	322	84	16	5	2,996
TREASURY	7	44	114	118	154	219	303	346	219	54	16	4	1,598
Statewide Total:	116	1,089	3,198	5,246	6,509	7,739	9,682	11,007	6,600	1,752	323	88	53,349
Average Age:	19.2	23.0	27.8	32.7	37.5	42.6	47.6	52.5	57.2	61.9	66.8	73.7	45.2

Comment: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career, in primary positions only.

EMPLOYMENT TREND OF JOB CATEGORIES
Fiscal Years 2000-01 through First Quarter 2005-06



Source: MAIN MIDB Civil Service HWF27

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: December 31, 2005

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
ALCONA	13	2	15
ALGER	387	6	393
ALLEGAN	195	58	253
ALPENA	128	12	140
ANTRIM	27	1	28
ARENAC	347	8	355
BARAGA	449	6	455
BARRY	83	8	91
BAY	269	34	303
BENZIE	23	8	31
BERRIEN	379	31	410
BRANCH	747	17	764
CALHOUN	311	20	331
CASS	69	3	72
CHARLEVOIX	21	15	36
CHEBOYGAN	84	17	101
CHIPPEWA	1,289	28	1,317
CLARE	45	11	56
CLINTON	113	11	124
CRAWFORD	263	47	310
DELTA	209	28	237
DICKINSON	48	7	55
EATON	3,032	195	3,227
EMMET	77	11	88
GENESEE	807	115	922
GLADWIN	43	7	50
GOGEBIC	273	15	288
GRAND TRAVERSE	557	43	600
GRATIOT	882	21	903
HILLSDALE	58	7	65
HOUGHTON	117	18	135
HURON	35	9	44
INGHAM	9,757	1,186	10,943
IONIA	1,901	35	1,936
IOSCO	52	10	62
IRON	116	10	126
ISABELLA	578	93	671
JACKSON	2,743	44	2,787
KALAMAZOO	985	85	1,070
KALKASKA	49	6	55
KENT	1,638	123	1,761
KEWEENAW	1	2	3
LAKE	46	1	47
LAPEER	425	13	438
LEELANAU	2	2	4
LENAWEE	773	33	806
LIVINGSTON	579	37	616

MAIN MIDB CIVIL SERVICE HWF55

Universe: HR Human Resources

This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES BY WORK COUNTY

Pay Period Ending Date: December 31, 2005

COUNTY NAME	FULL-TIME	OTHER THAN FULL-TIME	TOTAL EMPLOYEES
LUCE	386	6	392
MACKINAC	133	58	191
MACOMB	1,201	88	1,289
MANISTEE	433	11	444
MARQUETTE	870	50	920
MASON	38	2	40
MECOSTA	68	5	73
MENOMINEE	44	7	51
MIDLAND	73	9	82
MISSAUKEE	44	4	48
MONROE	164	29	193
MONTCALM	637	13	650
MONTMORENCY	48	3	51
MUSKEGON	1,116	20	1,136
NEWAYGO	68	8	76
OAKLAND	1,044	93	1,137
OCEANA	55	7	62
OGEMAW	56	9	65
ONTONAGON	27		27
OSCEOLA	63	3	66
OSCODA	22	6	28
OTSEGO	244	17	261
OTTAWA	161	18	179
OUT OF STATE	54	4	58
PRESQUE ISLE	17	3	20
ROSCOMMON	130	25	155
SAGINAW	1,050	47	1,097
SANILAC	54	3	57
SCHOOLCRAFT	82	6	88
SHIAWASSEE	76	14	90
STATEWIDE	846	45	891
ST CLAIR	234	24	258
ST JOSEPH	86	4	90
TUSCOLA	480	33	513
VAN BUREN	243	19	262
WASHTENAW	1,744	55	1,799
WAYNE	6,677	278	6,955
WEXFORD	173	19	192
Grand Total:	49,966	3,544	53,510

MAIN MIDB CIVIL SERVICE HWF55

Universe: HR Human Resources

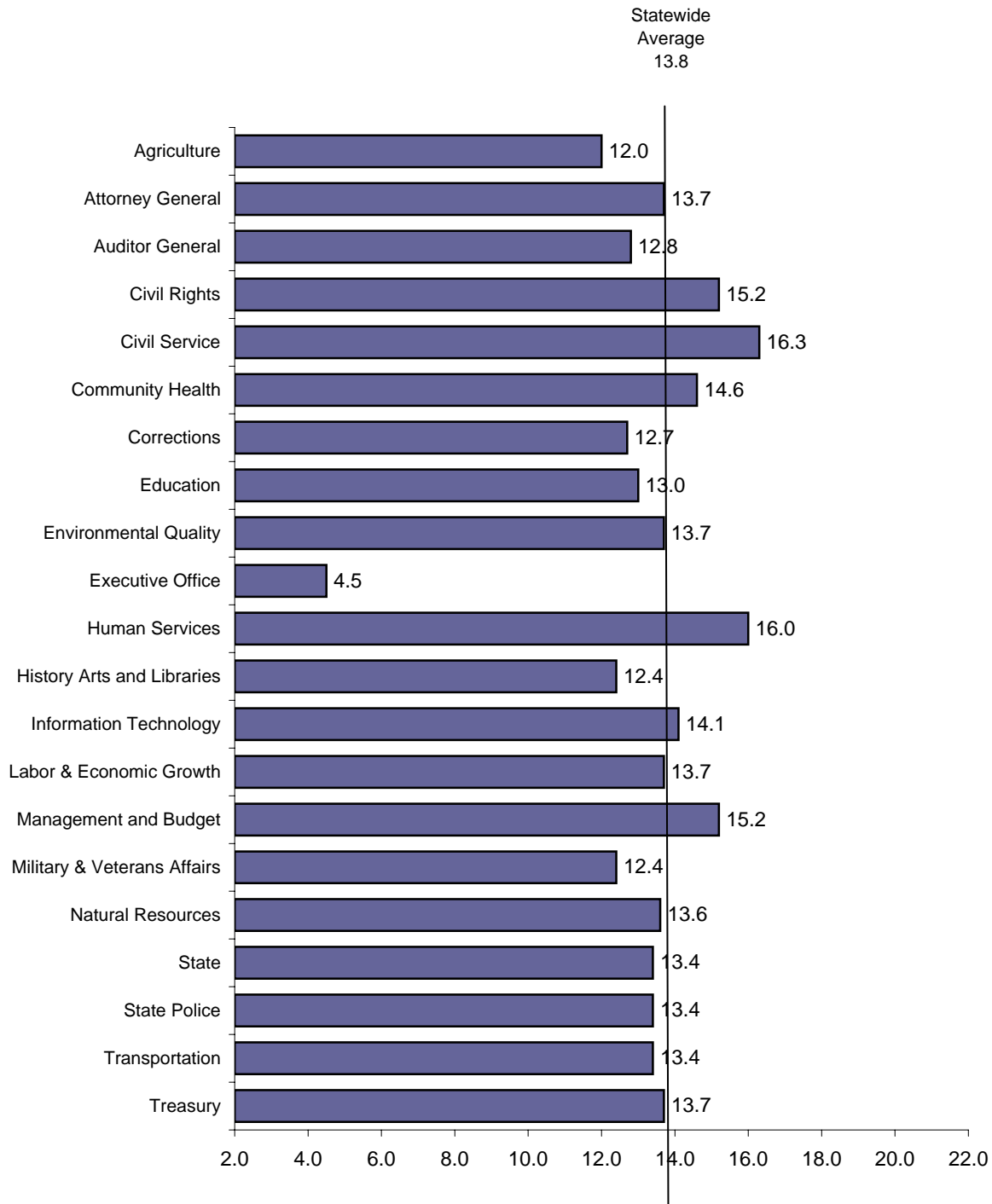
This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

SECTION THREE

EMPLOYEE CONTINUITY OVERVIEW

AVERAGE YEARS OF SERVICE BY DEPARTMENT

Pay Period Ending December 31, 2005



Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Comment: MAIN MIDB Civil Service HWF18, Classified Employee Distribution by Department and Years of Service, pay period ending 12-31-05.

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AGRICULTURE																
LESS THAN 6 YEARS	99	104	4	6	1	0	2	0	1	3	2	1	109	114	1	0
6 - 10 YEARS	46	38	4	6	1	2	0	2	0	1	0	0	51	49	0	1
11- 15 YEARS	39	32	0	1	0	0	1	2	0	1	0	0	40	36	1	1
16 - 20 YEARS	47	39	0	5	0	1	0	0	1	2	0	0	48	47	3	2
21 - 25 YEARS	7	15	1	4	0	0	0	0	1	0	0	0	9	19	0	1
26 - 30 YEARS	27	24	2	1	0	0	2	0	0	0	0	0	31	25	1	4
31 - 35 YEARS	19	6	0	4	0	0	0	1	0	0	0	0	19	11	2	1
36 - 40 YEARS	0	0	0	0	0	0	0	0	2	0	0	0	2	0	0	0
MORE THAN 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
DEPARTMENT TOTAL	285	259	11	27	2	3	5	5	5	7	2	1	310	302	8	10
MORE THAN 10 YEARS	140	117	3	15	0	1	3	3	4	3	0	0	150	139	7	9
AVERAGE YEARS	12.4	11.1	10.7	15.6	4.5	12.0	13.8	14.2	22.8	8.9	1.5	3.0	12.4	11.5	21.1	22.3
DEPARTMENT AVERAGE YEARS	12.0															

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ATTORNEY GENERAL																
LESS THAN 6 YEARS	44	81	14	16	0	0	0	3	0	0	0	0	58	100	0	0
6 - 10 YEARS	35	54	1	8	0	0	1	2	0	2	0	0	37	66	0	0
11- 15 YEARS	12	17	2	2	0	0	0	1	0	0	0	0	14	20	0	0
16 - 20 YEARS	36	38	0	5	0	0	0	3	1	0	0	0	37	46	1	3
21 - 25 YEARS	14	19	3	4	0	0	0	0	0	0	0	0	17	23	0	1
26 - 30 YEARS	32	29	4	2	0	1	2	1	0	0	0	0	38	33	1	2
31 - 35 YEARS	22	6	0	2	0	0	0	0	0	0	0	0	22	8	2	0
36 - 40 YEARS	7	1	0	0	0	0	0	0	0	0	0	0	7	1	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	202	246	24	39	0	1	3	10	1	2	0	0	230	298	4	6
MORE THAN 10 YEARS	123	111	9	15	0	1	2	5	1	0	0	0	135	132	4	6
AVERAGE YEARS	16.7	12.1	9.5	10.5	0.0	27.0	21.3	11.4	17.0	6.5	0.0	0.0	16.0	11.9	28.0	22.7

DEPARTMENT AVERAGE YEARS **13.7**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
AUDITOR GENERAL																
LESS THAN 6 YEARS	10	18	0	1	0	0	0	0	0	0	0	0	10	19	0	0
6 - 10 YEARS	21	28	1	1	0	0	0	0	0	1	0	0	22	30	0	0
11- 15 YEARS	6	8	0	2	0	0	0	0	0	0	0	0	6	10	0	0
16 - 20 YEARS	8	15	2	0	0	0	0	0	0	0	0	0	10	15	0	2
21 - 25 YEARS	4	4	0	0	0	0	0	0	0	0	0	0	4	4	0	1
26 - 30 YEARS	8	3	1	0	0	0	0	0	0	0	0	0	9	3	0	0
31 - 35 YEARS	7	0	0	0	0	0	0	0	0	0	0	0	7	0	1	0
36 - 40 YEARS	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	67	76	4	4	0	0	0	0	0	1	0	0	71	81	1	3
MORE THAN 10 YEARS	36	30	3	2	0	0	0	0	0	0	0	0	39	32	1	3
AVERAGE YEARS	15.6	10.2	18.3	9.0	0.0	0.0	0.0	0.0	0.0	6.0	0.0	0.0	15.7	10.1	32.0	20.7

DEPARTMENT AVERAGE YEARS **12.8**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL RIGHTS																
LESS THAN 6 YEARS	7	11	6	16	0	0	0	4	1	1	0	0	14	32	0	0
6 - 10 YEARS	1	2	1	7	0	1	0	0	0	1	0	0	2	11	0	0
11- 15 YEARS	2	3	3	5	0	0	0	1	0	1	0	0	5	10	0	1
16 - 20 YEARS	1	3	2	6	0	0	2	0	0	0	0	0	5	9	0	0
21 - 25 YEARS	1	2	0	1	0	0	0	0	0	0	0	0	1	3	0	0
26 - 30 YEARS	2	5	0	6	0	0	2	0	0	0	0	0	4	11	0	1
31 - 35 YEARS	3	7	5	4	0	0	1	2	1	0	0	0	10	13	0	0
36 - 40 YEARS	0	1	0	2	0	0	0	0	0	0	0	0	0	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	17	34	17	47	0	1	5	7	2	3	0	0	41	92	0	2
MORE THAN 10 YEARS	9	21	10	24	0	0	5	3	1	1	0	0	25	49	0	2
AVERAGE YEARS	14.5	16.9	15.1	14.3	0.0	8.0	24.0	12.7	17.0	7.7	0.0	0.0	16.0	14.8	0.0	19.5

DEPARTMENT AVERAGE YEARS 15.2

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
 REPORT SEQUENCE: DEPT_CD_DESC
 TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CIVIL SERVICE																
LESS THAN 6 YEARS	5	31	2	6	0	1	0	1	0	1	0	0	7	40	0	0
6 - 10 YEARS	4	19	1	4	0	0	0	0	0	0	0	0	5	23	0	0
11- 15 YEARS	4	14	0	0	0	1	0	0	0	2	0	0	4	17	0	1
16 - 20 YEARS	5	21	0	8	0	1	0	3	0	1	0	0	5	34	0	2
21 - 25 YEARS	5	9	0	3	0	1	0	1	0	0	0	0	5	14	1	0
26 - 30 YEARS	8	23	3	5	1	1	0	1	0	0	0	0	12	30	2	4
31 - 35 YEARS	4	10	1	1	1	0	0	0	0	0	0	0	6	11	1	0
36 - 40 YEARS	1	1	0	0	0	0	0	0	0	0	0	0	1	1	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	36	128	7	27	2	5	0	6	0	4	0	0	45	170	4	7
MORE THAN 10 YEARS	27	78	4	17	2	4	0	5	0	3	0	0	33	107	4	7
AVERAGE YEARS	18.8	15.4	17.6	16.3	29.5	16.0	0.0	18.3	0.0	12.8	0.0	0.0	19.1	15.6	27.5	23.7

DEPARTMENT AVERAGE YEARS	16.3
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MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
COMMUNITY HEALTH																
LESS THAN 6 YEARS	279	599	65	134	1	3	13	13	14	16	6	12	378	777	1	4
6 - 10 YEARS	174	348	27	99	4	4	6	4	11	16	0	0	222	471	4	3
11- 15 YEARS	96	204	23	63	1	1	7	6	6	13	0	0	133	287	6	14
16 - 20 YEARS	127	287	34	96	1	5	6	14	8	19	0	0	176	421	16	19
21 - 25 YEARS	117	189	32	70	0	3	7	10	6	10	0	0	162	282	20	25
26 - 30 YEARS	247	332	75	89	2	5	4	11	7	6	0	0	335	443	23	27
31 - 35 YEARS	73	91	8	14	0	0	1	0	2	2	0	0	84	107	9	4
36 - 40 YEARS	8	9	0	2	0	0	0	1	0	0	0	0	8	12	1	2
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	1,121	2,059	264	567	9	21	44	59	54	82	6	12	1,498	2,800	80	98
MORE THAN 10 YEARS	668	1,112	172	334	4	14	25	42	29	50	0	0	898	1,552	75	91
AVERAGE YEARS	15.7	14.0	16.2	14.4	13.0	16.7	13.1	16.3	13.7	13.6	1.5	1.5	15.6	14.0	22.4	21.2

DEPARTMENT AVERAGE YEARS **14.6**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
CORRECTIONS																
LESS THAN 6 YEARS	1,462	889	210	330	31	11	30	31	8	7	11	10	1,752	1,278	7	4
6 - 10 YEARS	2,447	1,024	283	368	57	24	80	37	11	5	0	0	2,878	1,458	10	7
11- 15 YEARS	1,501	568	148	167	43	10	30	20	8	2	0	0	1,730	767	25	17
16 - 20 YEARS	3,012	851	384	347	85	20	59	22	9	5	0	0	3,549	1,245	180	60
21 - 25 YEARS	531	193	91	97	17	4	14	2	0	1	0	0	653	297	49	23
26 - 30 YEARS	502	229	67	62	8	2	3	7	0	0	0	0	580	300	50	13
31 - 35 YEARS	85	37	11	14	2	0	3	0	0	0	0	0	101	51	14	4
36 - 40 YEARS	9	5	1	1	0	0	0	0	0	0	0	0	10	6	0	0
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
DEPARTMENT TOTAL	9,549	3,797	1,195	1,386	243	71	219	119	36	20	11	10	11,253	5,403	335	128
MORE THAN 10 YEARS	5,640	1,884	702	688	155	36	109	51	17	8	0	0	6,623	2,667	318	117
AVERAGE YEARS	13.1	11.9	13.5	12.0	13.3	12.1	12.1	10.6	9.9	9.4	1.2	0.9	13.1	11.8	19.8	18.5

DEPARTMENT AVERAGE YEARS **12.7**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EDUCATION																
LESS THAN 6 YEARS	46	77	4	6	0	1	0	1	0	0	0	0	50	85	0	0
6 - 10 YEARS	16	40	1	3	0	0	0	1	0	0	0	0	17	44	0	0
11- 15 YEARS	3	19	0	0	0	0	0	0	0	0	0	0	3	19	0	0
16 - 20 YEARS	3	33	0	4	0	0	1	3	0	1	0	0	4	41	0	1
21 - 25 YEARS	3	17	2	0	0	1	0	0	0	0	0	0	5	18	0	2
26 - 30 YEARS	13	37	0	3	0	0	0	1	0	0	0	0	13	41	2	1
31 - 35 YEARS	4	21	0	4	0	0	0	0	0	0	0	0	4	25	1	2
36 - 40 YEARS	0	2	0	0	0	0	0	0	0	0	0	0	0	2	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	88	246	7	20	0	2	1	6	0	1	0	0	96	275	3	6
MORE THAN 10 YEARS	26	129	2	11	0	1	1	4	0	1	0	0	29	146	3	6
AVERAGE YEARS	9.6	14.0	8.7	16.1	0.0	12.5	20.0	14.5	0.0	20.0	0.0	0.0	9.6	14.2	28.3	26.0

DEPARTMENT AVERAGE YEARS **13.0**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
ENVIRONMENTAL QUALITY																
LESS THAN 6 YEARS	166	190	9	6	2	0	2	4	2	5	0	0	181	205	0	0
6 - 10 YEARS	100	107	3	4	0	0	1	1	2	4	0	0	106	116	0	0
11- 15 YEARS	140	94	2	7	0	0	3	1	10	4	0	0	155	106	4	4
16 - 20 YEARS	121	118	7	17	1	2	4	4	4	2	0	0	137	143	4	5
21 - 25 YEARS	47	45	7	5	0	1	0	1	3	2	0	0	57	54	2	2
26 - 30 YEARS	112	64	3	6	1	0	1	1	1	1	0	0	118	72	7	4
31 - 35 YEARS	39	16	0	2	0	0	0	0	2	0	0	0	41	18	1	0
36 - 40 YEARS	4	4	0	0	0	0	1	0	0	0	0	0	5	4	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	729	638	31	47	4	3	12	12	24	18	0	0	800	718	19	15
MORE THAN 10 YEARS	463	341	19	37	2	3	9	7	20	9	0	0	513	397	19	15
AVERAGE YEARS	14.6	12.4	13.7	16.9	12.8	20.3	15.9	12.2	16.1	10.3	0.0	0.0	14.6	12.7	22.4	20.2
DEPARTMENT AVERAGE YEARS	13.7															

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
EXECUTIVE OFFICE																
LESS THAN 6 YEARS	8	21	1	7	0	0	0	2	0	0	0	1	9	31	0	0
6 - 10 YEARS	2	2	0	0	0	0	0	0	0	0	0	0	2	2	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	1	1	0	0	0	0	0	0	0	0	0	1	1	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	10	26	2	7	0	0	0	2	0	0	0	1	12	36	0	1
MORE THAN 10 YEARS	0	3	1	0	0	0	0	0	0	0	0	0	1	3	0	1
AVERAGE YEARS	3.1	5.2	10.5	2.9	0.0	0.0	0.0	3.0	0.0	0.0	0.0	3.0	4.3	4.6	0.0	37.0

DEPARTMENT AVERAGE YEARS **4.5**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HISTORY ARTS AND LIBRARIES																
LESS THAN 6 YEARS	23	45	2	2	0	0	1	2	0	1	2	3	28	53	0	0
6 - 10 YEARS	20	25	1	0	1	0	0	0	0	0	0	0	22	25	1	1
11- 15 YEARS	6	5	1	1	0	0	0	0	0	1	0	0	7	7	0	0
16 - 20 YEARS	9	23	0	0	1	0	0	2	0	0	0	0	10	25	3	1
21 - 25 YEARS	3	6	1	1	0	0	0	0	0	0	0	0	4	7	1	0
26 - 30 YEARS	11	12	0	3	0	0	0	1	0	0	0	0	11	16	1	1
31 - 35 YEARS	6	8	0	0	0	0	1	0	0	0	0	0	7	8	1	0
36 - 40 YEARS	2	0	0	0	1	0	0	0	0	0	0	0	3	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	80	124	5	7	3	0	2	5	0	2	2	3	92	141	7	3
MORE THAN 10 YEARS	37	54	2	5	2	0	1	3	0	1	0	0	42	63	6	2
AVERAGE YEARS	13.4	12.0	9.0	16.4	20.0	0.0	16.5	12.4	0.0	5.5	0.0	0.0	13.1	11.9	21.0	17.0

DEPARTMENT AVERAGE YEARS **12.4**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
HUMAN SERVICES																
LESS THAN 6 YEARS	244	927	62	426	3	8	19	47	4	5	0	0	332	1,413	0	4
6 - 10 YEARS	267	815	122	661	0	12	12	65	4	14	0	0	405	1,567	0	15
11- 15 YEARS	168	606	63	221	3	13	12	41	2	11	0	0	248	892	13	31
16 - 20 YEARS	226	599	85	343	1	10	27	65	6	9	0	0	345	1,026	27	55
21 - 25 YEARS	113	506	42	283	2	5	5	24	2	4	0	0	164	822	19	70
26 - 30 YEARS	360	871	64	483	2	12	10	15	5	4	0	0	441	1,385	34	88
31 - 35 YEARS	155	307	14	180	0	0	1	8	2	0	0	0	172	495	18	25
36 - 40 YEARS	24	32	1	17	1	1	1	1	0	0	0	0	27	51	3	5
MORE THAN 40 YEARS	1	0	1	1	0	0	0	0	0	0	0	0	2	1	0	1
DEPARTMENT TOTAL	1,558	4,663	454	2,615	12	61	87	266	25	47	0	0	2,136	7,652	114	294
MORE THAN 10 YEARS	1,047	2,921	270	1,528	9	41	56	154	17	28	0	0	1,399	4,672	114	275
AVERAGE YEARS	17.6	15.9	14.8	15.9	17.3	15.7	13.8	13.3	16.4	13.0	0.0	0.0	16.9	15.8	23.9	22.6
DEPARTMENT AVERAGE YEARS	16.0															

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
INFORMATION TECHNOLOGY																
LESS THAN 6 YEARS	153	76	9	4	1	0	2	3	9	6	65	19	239	108	0	0
6 - 10 YEARS	290	111	14	16	1	0	6	3	15	4	0	0	326	134	4	2
11- 15 YEARS	88	49	1	3	0	1	2	2	5	4	0	0	96	59	3	4
16 - 20 YEARS	112	122	22	26	1	1	4	6	5	5	1	0	145	160	10	11
21 - 25 YEARS	32	46	7	14	0	0	1	2	5	6	0	0	45	68	5	3
26 - 30 YEARS	102	97	11	13	0	0	2	5	2	1	0	0	117	116	14	2
31 - 35 YEARS	55	36	3	3	1	0	2	2	0	1	0	0	61	42	3	3
36 - 40 YEARS	5	5	1	0	0	0	0	0	0	0	0	0	6	5	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	837	542	68	79	4	2	19	23	41	27	66	19	1,035	692	40	25
MORE THAN 10 YEARS	394	355	45	59	2	2	11	17	17	17	1	0	470	450	36	23
AVERAGE YEARS	13.4	16.4	16.5	18.1	14.8	15.5	15.4	17.8	10.9	14.2	1.9	1.2	12.8	16.1	21.7	18.6
DEPARTMENT AVERAGE YEARS				14.1												

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LABOR & ECONOMIC GROWTH																
LESS THAN 6 YEARS	342	600	88	322	1	5	15	29	9	14	3	6	458	976	7	9
6 - 10 YEARS	179	266	24	80	2	2	7	14	3	8	0	0	215	370	8	4
11- 15 YEARS	146	195	24	69	1	3	4	9	1	5	0	0	176	281	15	22
16 - 20 YEARS	167	238	40	103	1	2	10	21	5	9	0	0	223	373	24	31
21 - 25 YEARS	79	141	24	54	2	4	4	3	3	3	0	0	112	205	17	21
26 - 30 YEARS	173	294	39	109	1	3	5	12	1	3	0	0	219	421	35	40
31 - 35 YEARS	71	104	12	60	0	1	1	2	1	0	0	0	85	167	13	22
36 - 40 YEARS	17	15	1	3	0	0	0	1	0	0	0	0	18	19	3	2
MORE THAN 40 YEARS	3	0	2	0	0	0	0	0	0	0	0	0	5	0	0	0
DEPARTMENT TOTAL	1,177	1,853	254	800	8	20	46	91	23	42	3	6	1,511	2,812	122	151
MORE THAN 10 YEARS	656	987	142	398	5	13	24	48	11	20	0	0	838	1,466	107	138
AVERAGE YEARS	14.2	13.7	14.1	13.1	15.0	15.9	12.8	12.9	11.8	11.2	2.3	2.5	14.0	13.5	21.4	22.0

DEPARTMENT AVERAGE YEARS **13.7**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MANAGEMENT & BUDGET																
LESS THAN 6 YEARS	109	96	1	5	0	0	4	1	1	0	8	10	123	112	0	0
6 - 10 YEARS	96	82	10	5	0	1	0	1	0	1	0	0	106	90	0	0
11- 15 YEARS	44	40	3	5	0	0	3	2	0	0	0	0	50	47	4	1
16 - 20 YEARS	67	61	10	5	0	0	3	2	6	1	0	0	86	69	5	5
21 - 25 YEARS	27	22	5	2	0	0	0	2	1	1	0	0	33	27	3	2
26 - 30 YEARS	94	63	11	5	1	0	7	1	0	0	0	0	113	69	9	3
31 - 35 YEARS	41	22	2	4	1	1	9	2	0	0	0	0	53	29	3	0
36 - 40 YEARS	7	2	0	0	0	0	0	0	0	0	0	0	7	2	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	485	388	42	31	2	2	26	11	8	3	8	10	571	445	26	11
MORE THAN 10 YEARS	280	210	31	21	2	1	22	9	7	2	0	0	342	243	26	11
AVERAGE YEARS	15.5	14.1	18.8	16.6	30.5	18.5	22.8	18.5	16.1	16.0	2.8	2.4	16.0	14.2	24.8	21.6

DEPARTMENT AVERAGE YEARS **15.2**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
MILITARY AFFAIRS																
LESS THAN 6 YEARS	89	112	11	47	0	0	6	6	0	0	1	1	107	166	0	1
6 - 10 YEARS	51	73	9	33	0	1	5	2	1	4	0	0	66	113	1	0
11- 15 YEARS	71	51	1	12	0	1	4	1	0	0	0	0	76	65	2	1
16 - 20 YEARS	43	73	7	13	1	2	1	2	0	1	0	0	52	91	5	2
21 - 25 YEARS	24	38	2	3	3	1	1	0	0	0	0	0	30	42	5	1
26 - 30 YEARS	28	47	3	8	0	0	0	3	0	0	0	0	31	58	3	2
31 - 35 YEARS	14	12	0	0	1	0	0	0	0	0	0	0	15	12	1	1
36 - 40 YEARS	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	324	406	33	116	5	5	17	14	1	5	1	1	381	547	17	8
MORE THAN 10 YEARS	184	221	13	36	5	4	6	6	0	1	0	0	208	268	16	7
AVERAGE YEARS	12.9	13.1	10.4	9.4	24.6	16.4	8.4	11.6	6.0	8.4	3.0	0.0	12.6	12.2	20.9	20.3

DEPARTMENT AVERAGE YEARS **12.4**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
NATURAL RESOURCES																
LESS THAN 6 YEARS	246	161	3	3	0	0	2	1	4	0	6	0	261	165	3	0
6 - 10 YEARS	195	89	2	3	1	1	0	2	2	0	0	0	200	95	1	1
11- 15 YEARS	151	63	4	5	1	0	4	0	0	2	0	0	160	70	1	1
16 - 20 YEARS	172	85	7	4	6	1	3	7	0	0	0	0	188	97	9	5
21 - 25 YEARS	65	42	4	5	2	1	0	0	1	0	0	0	72	48	1	3
26 - 30 YEARS	112	42	2	2	4	1	1	2	0	1	0	0	119	48	6	3
31 - 35 YEARS	60	11	0	1	1	0	0	0	0	0	0	0	61	12	4	2
36 - 40 YEARS	22	1	0	0	0	0	1	0	0	0	0	0	23	1	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DEPARTMENT TOTAL	1,023	494	22	23	15	4	11	12	7	3	6	0	1,084	536	27	15
MORE THAN 10 YEARS	582	244	17	17	14	3	9	9	1	3	0	0	623	276	23	14
AVERAGE YEARS	14.2	11.9	15.4	16.2	21.2	19.3	16.2	16.2	7.9	17.3	0.2	0.0	14.2	12.2	21.6	22.4

DEPARTMENT AVERAGE YEARS **13.6**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT STATE	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
LESS THAN 6 YEARS	59	335	16	90	3	1	4	16	0	5	1	3	83	450	0	1
6 - 10 YEARS	47	210	7	63	0	7	2	10	2	2	0	0	58	292	2	5
11- 15 YEARS	16	109	2	30	0	3	1	10	1	2	0	0	20	154	1	21
16 - 20 YEARS	40	172	6	81	2	1	3	14	3	5	0	0	54	273	4	30
21 - 25 YEARS	8	123	7	42	0	1	0	9	0	3	0	0	15	178	1	15
26 - 30 YEARS	56	113	8	29	0	1	2	7	0	0	0	0	66	150	6	8
31 - 35 YEARS	20	41	0	5	0	0	0	1	0	0	0	0	20	47	5	1
36 - 40 YEARS	1	13	0	1	0	0	0	0	0	0	0	0	1	14	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1
DEPARTMENT TOTAL	247	1,117	46	341	5	14	12	67	6	17	1	3	317	1,559	19	83
MORE THAN 10 YEARS	141	572	23	188	2	6	6	41	4	10	0	0	176	817	17	77
AVERAGE YEARS	15.4	13.1	13.2	13.0	8.2	12.4	12.9	13.7	14.3	13.1	0.0	0.0	14.8	13.1	23.9	19.2

DEPARTMENT AVERAGE YEARS **13.4**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
REPORT SEQUENCE: DEPT_CD_DESC
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CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
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HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATE POLICE																
LESS THAN 6 YEARS	294	158	8	6	1	1	5	6	0	1	0	0	308	172	0	0
6 - 10 YEARS	454	126	19	15	8	1	10	1	4	0	0	0	495	143	0	0
11- 15 YEARS	314	117	26	4	9	0	10	0	1	1	0	0	360	122	4	1
16 - 20 YEARS	367	144	62	17	10	0	23	4	2	2	0	0	464	167	3	4
21 - 25 YEARS	91	35	26	8	1	1	6	4	0	1	0	0	124	49	3	2
26 - 30 YEARS	126	65	16	7	1	3	3	3	0	0	0	0	146	78	2	2
31 - 35 YEARS	43	19	2	1	0	0	2	0	0	0	0	0	47	20	1	0
36 - 40 YEARS	10	6	1	0	0	0	0	0	0	0	0	0	11	6	0	0
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
DEPARTMENT TOTAL	1,700	670	160	58	30	6	59	18	7	5	0	0	1,956	757	13	9
MORE THAN 10 YEARS	952	386	133	37	21	4	44	11	3	4	0	0	1,153	442	13	9
AVERAGE YEARS	12.9	13.3	17.0	15.7	13.8	19.2	15.1	14.6	11.4	14.8	0.0	0.0	13.3	13.6	20.3	20.8

DEPARTMENT AVERAGE YEARS **13.4**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TRANSPORTATION																
LESS THAN 6 YEARS	537	242	33	32	7	1	3	5	14	8	0	0	594	288	2	0
6 - 10 YEARS	334	115	18	11	5	5	6	2	6	6	0	0	369	139	0	0
11- 15 YEARS	213	90	17	12	2	1	5	0	2	0	0	0	239	103	4	3
16 - 20 YEARS	346	127	32	19	6	3	14	5	6	2	0	0	404	156	23	12
21 - 25 YEARS	85	61	12	9	4	1	5	2	1	0	0	0	107	73	8	10
26 - 30 YEARS	163	94	24	19	8	0	12	2	4	0	0	0	211	115	20	10
31 - 35 YEARS	83	22	11	7	3	0	7	0	1	0	0	0	105	29	8	4
36 - 40 YEARS	45	8	0	0	0	0	0	0	4	0	0	0	49	8	7	2
MORE THAN 40 YEARS	6	0	0	0	0	0	0	0	1	0	0	0	7	0	3	0
DEPARTMENT TOTAL	1,812	759	147	109	35	11	52	16	39	16	0	0	2,085	911	75	41
MORE THAN 10 YEARS	941	402	96	66	23	5	43	9	19	2	0	0	1,122	484	73	41
AVERAGE YEARS	13.2	12.9	15.6	14.6	17.3	11.8	20.0	13.5	14.6	6.2	0.0	0.0	13.6	13.0	25.0	23.4

DEPARTMENT AVERAGE YEARS **13.4**

MAIN MIDB CIVIL SERVICE HRMN WORKFORCE 18
 REPORT SEQUENCE: DEPT_CD_DESC
 TABLE USED: HRM_EMP_COMMON

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TREASURY																
LESS THAN 6 YEARS	143	258	17	54	1	2	3	7	8	12	0	0	172	333	0	3
6 - 10 YEARS	79	130	8	18	0	0	3	5	2	3	0	0	92	156	1	2
11- 15 YEARS	49	64	6	18	0	2	0	4	2	1	0	0	57	89	5	3
16 - 20 YEARS	48	108	23	44	0	0	5	17	5	1	0	0	81	170	6	7
21 - 25 YEARS	10	67	5	17	1	1	2	2	2	0	0	0	20	87	2	5
26 - 30 YEARS	43	138	12	32	0	1	4	7	0	0	0	0	59	178	10	12
31 - 35 YEARS	35	31	5	7	0	0	2	0	1	1	0	0	43	39	4	1
36 - 40 YEARS	9	9	1	0	0	1	0	0	0	0	0	0	10	10	3	1
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0
DEPARTMENT TOTAL	418	805	77	190	2	7	19	42	20	18	0	0	536	1,062	32	34
MORE THAN 10 YEARS	196	417	52	118	1	5	13	30	10	3	0	0	272	573	31	29
AVERAGE YEARS	12.8	13.7	16.1	14.7	13.0	16.7	18.4	15.0	11.4	5.7	0.0	0.0	13.4	13.8	24.8	20.9

DEPARTMENT AVERAGE YEARS **13.7**

CLASSIFIED EMPLOYEE DISTRIBUTION BY HRS DEPARTMENT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND DISABILITY ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

HRS DEPARTMENT	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		DISABLED	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	4,365	5,031	565	1,519	52	34	111	182	75	85	105	66	5,273	6,917	21	26
6 - 10 YEARS	4,858	3,704	556	1,405	80	61	139	152	63	72	0	0	5,696	5,394	32	41
11- 15 YEARS	3,069	2,348	326	627	60	36	86	100	38	50	0	0	3,579	3,161	88	126
16 - 20 YEARS	4,957	3,158	724	1,143	116	49	165	194	61	65	1	0	6,024	4,609	323	257
21 - 25 YEARS	1,266	1,580	271	622	32	25	45	62	25	31	0	0	1,639	2,320	137	187
26 - 30 YEARS	2,219	2,583	345	884	29	30	60	80	20	16	0	0	2,673	3,593	226	227
31 - 35 YEARS	839	807	74	313	10	2	30	18	10	4	0	0	963	1,144	92	70
36 - 40 YEARS	178	115	6	26	2	2	3	3	6	0	0	0	195	146	23	14
MORE THAN 40 YEARS	14	4	3	1	0	0	0	0	1	0	0	0	18	5	4	2
STATEWIDE TOTAL	21,765	19,330	2,870	6,540	381	239	639	791	299	323	106	66	26,060	27,289	946	950
MORE THAN 10 YEARS	12,542	10,595	1,749	3,616	249	144	389	457	161	166	1	0	15,091	14,978	893	883
AVERAGE YEARS	13.8	13.7	14.5	14.2	14.4	14.6	14.3	13.4	13.1	11.7	1.7	1.4	13.8	13.8	21.9	21.3
STATEWIDE AVERAGE YEARS	13.8															

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non-career in primary positions only. For this report, calculation of years of service does not include credit for military service or for college/university, county or unclassified employment.

Table 3-2

STATEWIDE SEPARATIONS BY REASON
First Quarter of FY 2006

SEPARATION REASON	TOTAL	PERCENT OF SEPARATIONS
<i>INVOLUNTARY SEPARATIONS</i>		
Death	24	3.67%
Dismissal	58	8.87%
Expired Appointment	31	4.74%
Total Involuntary Separations	113	17.28%
<i>VOLUNTARY SEPARATIONS</i>		
Resigned Classified Employment	154	23.55%
Layoff/Leave of Absence Rights Expired	70	10.70%
Waived Rights Leave of Absence	54	8.26%
Settlement	1	0.15%
Total Voluntary Separations	279	42.66%
<i>RETIREMENT</i>		
Retirement	158	24.16%
Disability Retirement	30	4.59%
Deferred Retirement	46	7.03%
Undefined Separations	28	4.28%
Total Retirements	262	40.06%
TOTAL SEPARATIONS	654	100.00%

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, and non career in primary positions only, except for the following non-career appointments: STUDENT_ASSISTANT-E, CONSTRUCTION AIDE (TRANS)-E, and STATE WORKER. These positions represent 94% of all non-career appointments at this time.

Source: MAIN MIDB Civil Service HWF10

NEW HIRES, RETURNS, AND SEPARATIONS BY DEPARTMENT

FOR PAY PERIOD BEGINNING SEP-25-2005 TO PAY PERIOD ENDING DEC-31-2005

DEPARTMENT NAME	NUMBER OF HIRES AND RETURNS					NUMBER OF SEPARATIONS AND LAYOFFS					
	CAREER HIRES	NON- CAREER HIRES	RETURNS FROM WAIVED RIGHTS RECALLS	LEAVES	TOTAL APPOINTMENTS	SEPARATIONS	SEASONAL LAYOFFS	RIF LAYOFFS	MED LAYOFFS	TOTAL SEPARATIONS	NET TOTAL
AGRICULTURE	2	2	1	0	5	9	4	0	0	13	-8
ATTORNEY GENERAL	14	0	1	0	16	9	0	0	0	9	7
CIVIL SERVICE	5	1	0	0	6	2	0	0	0	2	4
COMMUNITY HEALTH	48	29	2	0	79	93	0	1	10	104	-25
CONSUMER & INDUSTRY SERVICES	0	0	0	0	0	1	0	0	0	1	-1
CORRECTIONS	339	11	3	2	355	199	0	0	6	205	150
EDUCATION	10	0	0	0	10	6	0	0	0	6	4
ENVIRONMENTAL QUALITY	20	6	0	0	26	14	0	0	0	14	12
EXECUTIVE OFFICE	1	0	0	0	1	2	0	0	0	2	-1
HISTORY ARTS AND LIBRARIES	1	2	2	0	6	6	9	0	0	15	-9
HUMAN SERVICES	26	0	3	0	29	100	1	0	30	131	-102
INFORMATION TECHNOLOGY	29	3	0	0	32	14	0	0	0	14	18
LABOR & ECONOMIC GROWTH	43	10	0	1	54	51	0	19	4	74	-20
MANAGEMENT & BUDGET	9	9	0	0	18	19	0	0	1	20	-2
MILITARY AFFAIRS	11	2	0	0	13	25	11	0	6	42	-29
NATURAL RESOURCES	7	18	10	0	35	568	200	0	0	768	-733
STATE	0	12	0	0	12	35	0	0	4	39	-27
STATE POLICE	3	1	0	0	4	10	0	0	2	12	-8
TRANSPORTATION	20	16	0	0	36	84	11	0	3	98	-62
TREASURY	18	16	1	0	35	24	0	0	2	26	9
STATEWIDE TOTALS	606	138	23	3	770	1,271	236	20	68	1,595	-825

NOTE: Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.
This report counts the latest appointment or separation transaction entered during the period indicated in the report.

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY REPORT

Section IV provides information required by the federal Equal Employment Opportunity Commission, the Office of Federal Contract Compliance, and the state's Equal Employment Opportunity Plan. The state maintains and reports data on the race/ethnic groups, gender, and disability status of its workforce.

BREAKDOWNS

Race/Ethnic Group. State employees are identified by their race/ethnic status in the following federally-defined groups:

1. White
2. Black
3. American Indian
4. Hispanic
5. Asian
6. Other

Disabled. Employees have been permitted to identify themselves as "handicapped" or "disabled." [There is no uniform or objective definition of "handicapped" or "disabled" and employees have been permitted to self-identify as "handicapped" or "disabled." Identification as "handicapped" or "disabled" does not imply that the employee meets the definition of "disabled" in Civil Service Rule 1-9 or the state and federal discrimination statutes.]

Gender. Each race/ethnic group is further broken down by gender: male or female.

Job Categories. The workforce data is broken down into eight broad job categories reported in the state's annual workforce analysis (the "EEO-4 Report"). The job categories are the following:

1. Official/Administrator
2. Professional
3. Technician
4. Protective Services
5. Para-Professional
6. Administrative Support
7. Skilled Craft
8. Service/Maintenance

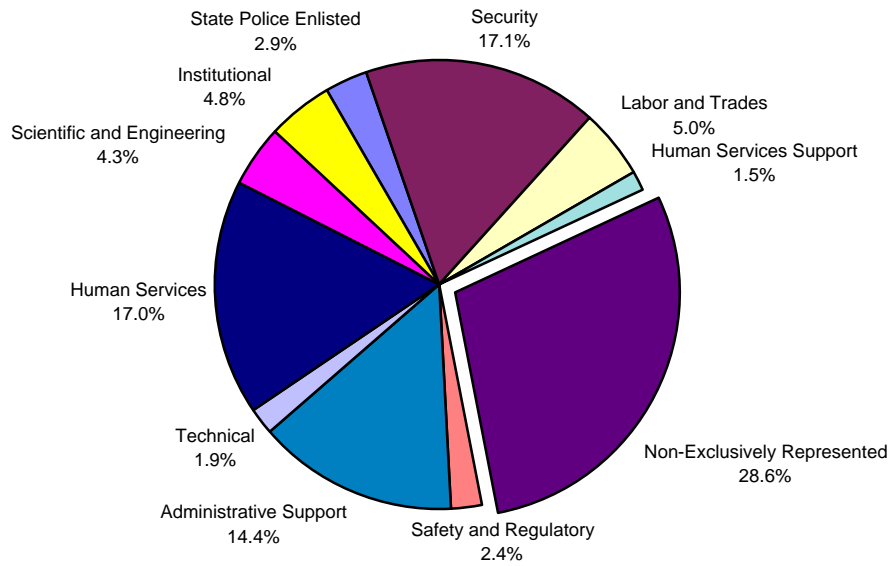
SECTION FIVE

BARGAINING UNIT CHARACTERISTICS

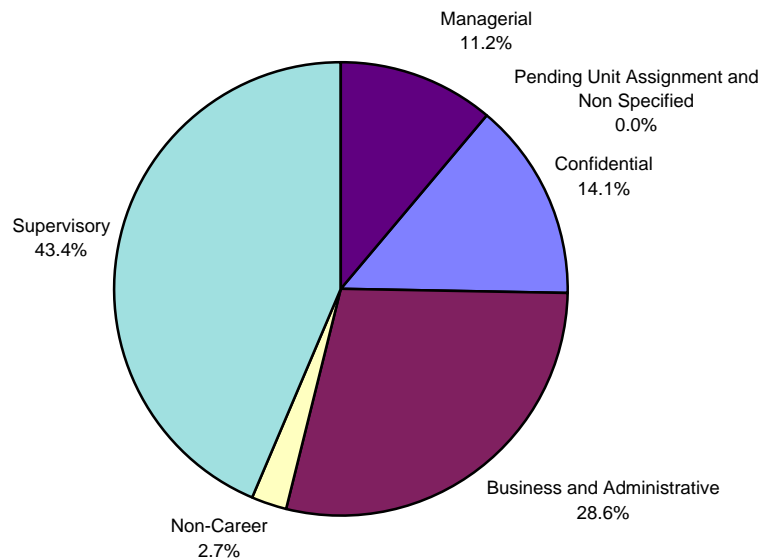
**BREAKDOWN OF STATE CLASSIFIED EMPLOYMENT
BY BARGAINING UNIT
As of December 31, 2005**

Graph 5-1

**Exclusively Represented
38,078 Employees**



**Non-Exclusively Represented
15,271 Employees**



Source: MAIN MIDB Civil Service HWF 44

EMPLOYEE ORGANIZATION MEMBERSHIP BY BARGAINING UNIT

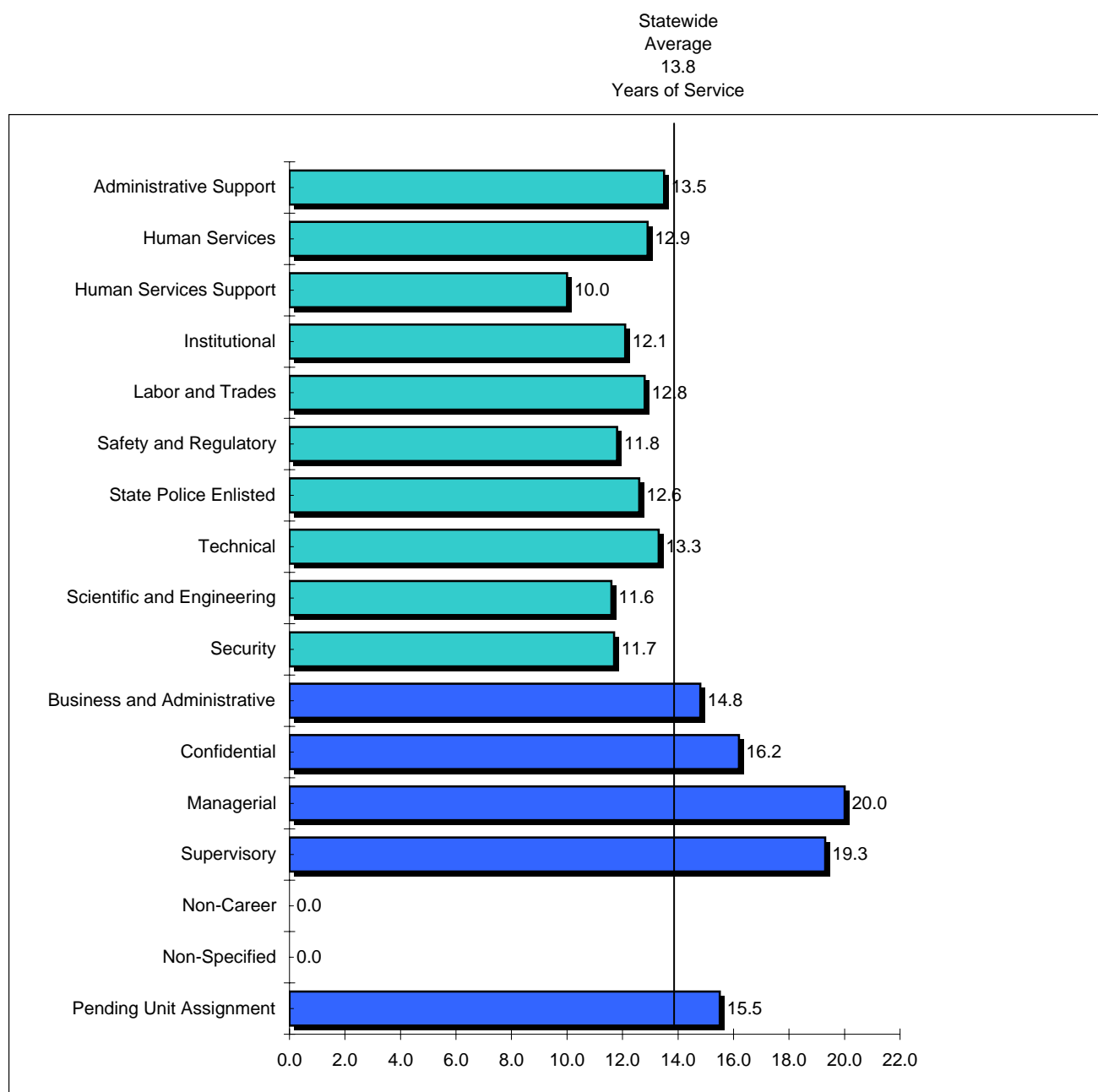
Table 5-1

PAY PERIOD ENDING DECEMBER 31, 2005

UNION CODE/UNIT NAME	TOTAL EMPLOYEES	M.S.E.A. EMPLS	PCT	U.A.W. LOCAL 6008 EMPLS	PCT	MCO, SEIU LOCAL 526-M EMPLS	PCT	SEIU LOCAL 31-M EMPLS	PCT	MPES, SEIU LOCAL 517 EMPLS	PCT	U.T.E.A. EMPLS	PCT	M.S.P.T.A. EMPLS	PCT	AFSCME COUNCIL 25 EMPLS	PCT
A02 SAFETY & REGULATORY	1,304	1,106	84.8	0	0.0	0	0.0	0	0.0	1	0.1	0	0.0	0	0.0	0	0.0
A31 LABOR AND TRADES	2,661	2,503	94.1	1	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
C12 SECURITY	9,108	2	0.0	1	0.0	8,836	97.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
E42 HUMAN SERVICES SUPPORT	816	0	0.0	1	0.1	0	0.0	772	94.6	1	0.1	0	0.0	0	0.0	0	0.0
H21 SCIENTIFIC & ENGINEERING	2,268	1	0.0	0	0.0	0	0.0	2	0.1	2,166	95.5	3	0.1	0	0.0	0	0.0
L32 TECHNICAL	999	1	0.1	0	0.0	0	0.0	0	0.0	3	0.3	912	91.3	0	0.0	0	0.0
T01 STATE POLICE ENLISTED	1,567	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,559	99.5	0	0.0
U11 INSTITUTIONAL	2,568	2	0.1	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1,850	72.0
W22 HUMAN SERVICES	9,092	0	0.0	8,621	94.8	2	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0
W41 ADMINISTRATIVE SUPPORT	7,695	0	0.0	6,916	89.9	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y23 BUSINESS & ADMINISTRATION	4,362	1	0.0	5	0.1	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y50 PENDING UNIT ASSIGNMENT	4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y51 SUPERVISORY	6,628	1	0.0	10	0.2	3	0.0	0	0.0	2	0.0	1	0.0	2	0.0	1	0.0
Y52 NONCAREER	412	1	0.2	3	0.7	0	0.0	0	0.0	2	0.5	2	0.5	0	0.0	0	0.0
Y98 MANAGERIAL	1,712	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Y99 CONFIDENTIAL	2,153	0	0.0	5	0.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
EXCLUSIVELY REPRESENTED TOTAL	38,078	3,615	9.5	15,541	40.8	8,839	23.2	775	2.0	2,171	5.7	915	2.4	1,559	4.1	1,851	4.9
NON-EXCLUSIVELY REPRESENTED TOTAL	15,271	3	0.0	23	0.2	3	0.0	1	0.0	4	0.0	3	0.0	2	0.0	1	0.0
STATEWIDE TOTALS	53,349	3,618	6.8	15,564	29.2	8,842	16.6	776	1.5	2,175	4.1	918	1.7	1,561	2.9	1,852	3.5

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

AVERAGE YEARS OF SERVICE BY BARGAINING UNIT
As of Pay Period Ending December 31, 2005



- Exclusively Represented Units
- Non-Exclusively Represented Units

Note: Years of service computed for this report do not include service credit for military service, college/university, county, or unclassified employment.

Source: MAIN MIDB Civil Service HWF20

CLASSIFIED EMPLOYEE DISTRIBUTION BY BARGAINING UNIT AND YEARS OF SERVICE
RACE/ ETHNIC GROUP, GENDER AND HANDICAPPER ANALYSIS
PAY PERIOD ENDING DEC 31, 2005

Table 5-2

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A02 SAFETY & REGULATORY																
LESS THAN 6 YEARS	246	73	22	10	1	0	7	2	3	1	4	1	283	87	1	0
6 - 10 YEARS	212	44	12	17	4	4	2	0	2	1	0	0	232	66	1	0
11- 15 YEARS	152	25	9	12	1	1	4	0	0	0	0	0	166	38	3	2
16 - 20 YEARS	121	37	19	28	3	2	7	2	2	0	0	0	152	69	7	3
21 - 25 YEARS	42	18	7	11	3	0	1	1	0	0	0	0	53	30	3	1
26 - 30 YEARS	52	18	10	15	1	0	2	0	0	0	0	0	65	33	2	2
31 - 35 YEARS	12	7	0	3	1	0	1	0	0	0	0	0	14	10	2	1
36 - 40 YEARS	6	0	0	0	0	0	0	0	0	0	0	0	6	0	1	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	843	222	79	96	14	7	24	5	7	2	4	1	971	333	20	9
MORE THAN 10 YEARS	385	105	45	69	9	3	15	3	2	0	0	0	456	180	18	9
AVERAGE YEARS	11.2	11.7	13.0	16.3	16.2	11.0	13.5	12.8	8.7	3.5	0.3	0.0	11.4	13.0	19.7	21.8
BARGAINING UNIT AVERAGE YEARS			11.8													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
A31 LABOR AND TRADES																
LESS THAN 6 YEARS	575	85	30	4	8	1	10	0	1	0	7	2	631	92	2	0
6 - 10 YEARS	461	45	35	4	8	1	9	1	0	1	0	0	513	52	4	0
11- 15 YEARS	258	28	19	2	5	0	6	1	0	0	0	0	288	31	9	1
16 - 20 YEARS	380	30	41	6	10	0	11	1	3	0	0	0	445	37	35	1
21 - 25 YEARS	129	13	20	5	2	0	5	2	0	0	0	0	156	20	16	1
26 - 30 YEARS	229	25	17	4	6	0	12	2	0	0	0	0	264	31	25	2
31 - 35 YEARS	65	2	4	2	4	0	10	1	0	0	0	0	83	5	5	1
36 - 40 YEARS	13	0	0	0	0	0	0	0	0	0	0	0	13	0	2	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	2,110	228	166	27	43	2	63	8	4	1	7	2	2,393	268	98	6
MORE THAN 10 YEARS	1,074	98	101	19	27	0	44	7	3	0	0	0	1,249	124	92	6
AVERAGE YEARS	12.7	10.7	14.2	16.4	15.7	5.0	18.0	20.9	13.5	6.0	0.6	0.0	13.0	11.4	21.3	24.8
BARGAINING UNIT AVERAGE YEARS			12.8													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
C12 SECURITY																
LESS THAN 6 YEARS	1,032	291	154	166	28	6	24	15	5	3	9	6	1,252	487	3	2
6 - 10 YEARS	1,825	368	189	174	49	10	66	19	6	1	0	0	2,135	572	3	2
11- 15 YEARS	955	168	70	57	31	3	25	6	2	0	0	0	1,083	234	9	3
16 - 20 YEARS	1,987	239	213	145	58	8	43	5	5	0	0	0	2,306	397	89	18
21 - 25 YEARS	273	33	45	27	8	1	7	0	0	0	0	0	333	61	18	5
26 - 30 YEARS	174	13	25	9	1	0	1	1	0	0	0	0	201	23	7	0
31 - 35 YEARS	19	1	3	0	0	0	0	0	0	0	0	0	22	1	2	0
36 - 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	6,266	1,113	699	578	175	28	166	46	18	4	9	6	7,333	1,775	131	30
MORE THAN 10 YEARS	3,409	454	356	238	98	12	76	12	7	0	0	0	3,946	716	125	26
AVERAGE YEARS	12.1	10.1	12.4	10.5	11.9	10.8	11.2	8.2	9.4	1.8	1.1	1.2	12.1	10.2	18.2	16.5
BARGAINING UNIT AVERAGE YEARS			11.7													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
E42 HUMAN SERVICES SUPPORT																
LESS THAN 6 YEARS	52	121	43	188	0	2	5	14	2	4	3	3	105	332	4	1
6 - 10 YEARS	13	20	10	14	0	3	1	3	1	2	0	0	25	42	2	0
11- 15 YEARS	19	36	5	26	0	1	2	8	0	0	0	0	26	71	8	5
16 - 20 YEARS	12	31	6	26	0	1	1	4	0	1	0	0	19	63	6	9
21 - 25 YEARS	5	27	1	9	0	1	1	0	0	0	0	0	7	37	2	3
26 - 30 YEARS	6	23	2	19	1	3	0	1	0	0	0	0	9	46	3	4
31 - 35 YEARS	8	13	0	8	0	0	0	0	0	0	0	0	8	21	2	2
36 - 40 YEARS	1	1	0	2	0	0	0	0	0	0	0	0	1	3	0	0
MORE THAN 40 YEARS	0	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	116	272	68	292	1	11	10	30	3	7	3	3	201	615	27	24
MORE THAN 10 YEARS	51	131	15	90	1	6	4	13	0	1	0	0	71	241	21	23
AVERAGE YEARS	11.3	12.0	7.3	8.5	29.0	14.9	8.8	9.0	5.7	6.7	2.3	3.3	9.7	10.1	16.3	19.5
BARGAINING UNIT AVERAGE YEARS			10.0													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
H21 SCIENTIFIC & ENGINEERING																
LESS THAN 6 YEARS	424	251	16	12	2	0	3	2	13	12	0	2	458	279	2	0
6 - 10 YEARS	260	109	7	8	1	0	4	4	11	9	0	0	283	130	0	1
11- 15 YEARS	232	128	7	8	0	0	6	1	9	6	0	0	254	143	2	2
16 - 20 YEARS	214	97	13	10	2	3	2	1	9	5	0	0	240	116	9	1
21 - 25 YEARS	66	36	9	2	0	1	1	0	3	2	0	0	79	41	2	2
26 - 30 YEARS	126	27	10	2	1	0	3	0	5	0	0	0	145	29	4	2
31 - 35 YEARS	45	6	1	0	0	0	0	0	3	0	0	0	49	6	1	0
36 - 40 YEARS	12	0	0	0	0	0	0	0	1	0	0	0	13	0	1	0
MORE THAN 40 YEARS	2	0	0	0	0	0	0	0	1	0	0	0	3	0	2	0
BARGAINING UNIT TOTAL	1,381	654	63	42	6	4	19	8	55	34	0	2	1,524	744	23	8
MORE THAN 10 YEARS	697	294	40	22	3	4	12	2	31	13	0	0	783	335	21	7
AVERAGE YEARS	12.2	10.0	14.6	11.4	12.7	19.3	13.7	7.4	14.1	8.6	0.0	2.5	12.3	10.0	21.4	18.9
BARGAINING UNIT AVERAGE YEARS			11.6													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
L32 TECHNICAL																
LESS THAN 6 YEARS	179	84	7	5	2	0	2	1	3	1	1	0	194	91	1	0
6 - 10 YEARS	122	39	1	1	1	0	2	0	4	1	0	0	130	41	0	0
11- 15 YEARS	93	35	5	3	0	0	1	0	3	2	0	0	102	40	3	1
16 - 20 YEARS	139	32	13	6	0	1	3	1	2	1	0	0	157	41	7	1
21 - 25 YEARS	31	8	5	6	1	0	1	1	0	0	0	0	38	15	0	1
26 - 30 YEARS	45	12	5	1	0	0	2	1	1	0	0	0	53	14	5	1
31 - 35 YEARS	44	5	1	1	0	0	3	0	0	0	0	0	48	6	4	0
36 - 40 YEARS	20	2	0	0	0	0	1	0	2	0	0	0	23	2	4	0
MORE THAN 40 YEARS	3	1	0	0	0	0	0	0	0	0	0	0	3	1	0	0
BARGAINING UNIT TOTAL	676	218	37	23	4	1	15	4	15	5	1	0	748	251	24	4
MORE THAN 10 YEARS	375	95	29	17	1	1	11	3	8	3	0	0	424	119	23	4
AVERAGE YEARS	13.8	10.6	16.4	15.8	8.5	20.0	20.2	17.0	14.0	9.6	3.0	0.0	14.0	11.2	24.8	20.5
BARGAINING UNIT AVERAGE YEARS			13.3													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
T01 STATE POLICE ENLISTED																
LESS THAN 6 YEARS	181	14	3	1	1	0	1	0	0	0	0	0	186	15	0	0
6 - 10 YEARS	373	35	18	4	7	0	10	0	3	0	0	0	411	39	0	0
11- 15 YEARS	259	59	25	2	9	0	10	0	1	0	0	0	304	61	2	0
16 - 20 YEARS	245	57	43	4	7	0	18	2	2	1	0	0	315	64	1	0
21 - 25 YEARS	41	7	18	0	1	0	4	0	0	0	0	0	64	7	0	0
26 - 30 YEARS	56	7	11	1	0	0	1	0	0	0	0	0	68	8	0	0
31 - 35 YEARS	16	0	1	0	0	0	2	0	0	0	0	0	19	0	0	0
36 - 40 YEARS	5	0	1	0	0	0	0	0	0	0	0	0	6	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	1,176	179	120	12	25	0	46	2	6	1	0	0	1,373	194	3	0
MORE THAN 10 YEARS	622	130	99	7	17	0	35	2	3	1	0	0	776	140	3	0
AVERAGE YEARS	11.9	13.5	16.5	13.4	13.0	0.0	15.2	17.0	11.7	16.0	0.0	0.0	12.4	13.5	14.7	0.0
BARGAINING UNIT AVERAGE YEARS			12.6													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
U11 INSTITUTIONAL																
LESS THAN 6 YEARS	268	368	71	126	1	2	14	10	2	1	4	2	360	509	0	0
6 - 10 YEARS	152	204	57	90	1	3	8	5	2	5	0	0	220	307	2	0
11- 15 YEARS	85	74	36	40	1	1	3	2	3	0	0	0	128	117	4	1
16 - 20 YEARS	96	103	33	55	3	0	4	4	1	2	0	0	137	164	5	0
21 - 25 YEARS	58	91	26	37	4	1	1	3	0	0	0	0	89	132	7	8
26 - 30 YEARS	107	145	49	57	1	0	3	5	1	0	0	0	161	207	8	8
31 - 35 YEARS	10	14	2	6	0	0	1	0	0	0	0	0	13	20	5	1
36 - 40 YEARS	1	2	0	1	0	0	0	0	0	0	0	0	1	3	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	777	1,001	274	412	11	7	34	29	9	8	4	2	1,109	1,459	31	18
MORE THAN 10 YEARS	357	429	146	196	9	2	12	14	5	2	0	0	529	643	29	18
AVERAGE YEARS	12.0	11.7	13.2	12.6	17.9	9.1	9.8	12.7	11.4	8.9	1.8	-1.0	12.2	12.0	22.8	24.6
BARGAINING UNIT AVERAGE YEARS			12.1													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W22 HUMAN SERVICES																
LESS THAN 6 YEARS	398	1,175	80	532	3	11	17	50	14	16	2	7	514	1,791	5	7
6 - 10 YEARS	464	879	108	607	2	13	19	55	10	23	0	0	603	1,577	4	14
11- 15 YEARS	305	601	71	232	2	9	8	44	2	16	0	0	388	902	15	31
16 - 20 YEARS	304	528	72	262	1	8	16	44	5	11	0	0	398	853	28	47
21 - 25 YEARS	131	302	26	207	2	4	4	18	4	8	0	0	167	539	16	41
26 - 30 YEARS	278	422	40	260	3	6	6	4	3	3	0	0	330	695	29	38
31 - 35 YEARS	80	111	13	91	0	0	1	4	1	0	0	0	95	206	8	12
36 - 40 YEARS	9	12	1	9	0	1	0	1	0	0	0	0	10	23	0	1
MORE THAN 40 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
BARGAINING UNIT TOTAL	1,970	4,030	411	2,200	13	52	71	220	39	77	2	7	2,506	6,586	105	191
MORE THAN 10 YEARS	1,108	1,976	223	1,061	8	28	35	115	15	38	0	0	1,389	3,218	96	170
AVERAGE YEARS	14.1	12.4	13.3	13.1	15.1	13.6	12.1	11.7	11.3	11.5	2.5	1.6	13.8	12.6	20.7	19.9
BARGAINING UNIT AVERAGE YEARS			12.9													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
W41 ADMINISTRATIVE SUPPORT																
LESS THAN 6 YEARS	223	1,485	37	281	3	9	10	62	1	13	10	12	284	1,862	0	13
6 - 10 YEARS	140	1,040	26	266	1	20	5	45	3	10	0	0	175	1,381	4	15
11- 15 YEARS	55	541	3	101	0	8	3	25	1	2	0	0	62	677	12	57
16 - 20 YEARS	59	767	13	236	2	17	7	59	2	10	0	0	83	1,089	19	90
21 - 25 YEARS	25	437	18	129	0	5	2	22	0	5	0	0	45	598	8	55
26 - 30 YEARS	50	761	8	199	0	12	6	28	0	2	0	0	64	1,002	13	67
31 - 35 YEARS	20	226	3	77	0	0	0	3	0	1	0	0	23	307	4	16
36 - 40 YEARS	2	37	0	4	0	0	0	0	0	0	0	0	2	41	0	3
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	574	5,294	108	1,293	6	71	33	244	7	43	10	12	738	6,957	60	316
MORE THAN 10 YEARS	211	2,769	45	746	2	42	18	137	3	20	0	0	279	3,714	56	288
AVERAGE YEARS	10.2	13.5	11.8	15.0	7.5	14.9	13.0	13.1	10.7	11.7	1.2	0.7	10.4	13.8	20.0	20.0
BARGAINING UNIT AVERAGE YEARS			13.5													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y23 BUSINESS & ADMINISTRATION																
LESS THAN 6 YEARS	367	381	41	75	3	1	8	7	20	21	53	21	492	506	1	0
6 - 10 YEARS	343	333	36	86	0	0	7	11	14	9	0	0	400	439	8	2
11- 15 YEARS	158	177	21	36	1	3	6	4	8	9	0	0	194	229	7	8
16 - 20 YEARS	230	338	60	94	3	1	16	25	13	13	1	0	323	471	33	28
21 - 25 YEARS	81	153	14	49	1	2	4	3	8	4	0	0	108	211	16	13
26 - 30 YEARS	219	338	48	70	1	3	7	3	3	5	0	0	278	419	27	30
31 - 35 YEARS	106	123	5	17	1	0	2	1	1	1	0	0	115	142	15	10
36 - 40 YEARS	12	19	0	0	0	0	1	1	0	0	0	0	13	20	2	3
MORE THAN 40 YEARS	1	0	1	0	0	0	0	0	0	0	0	0	2	0	1	0
BARGAINING UNIT TOTAL	1,517	1,862	226	427	10	10	51	55	67	62	54	21	1,925	2,437	110	94
MORE THAN 10 YEARS	807	1,148	149	266	7	9	36	37	33	32	1	0	1,033	1,492	101	92
AVERAGE YEARS	14.1	15.8	15.8	15.5	15.7	18.8	16.4	15.2	11.4	11.6	2.2	1.7	13.9	15.6	22.2	23.3
BARGAINING UNIT AVERAGE YEARS			14.8													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y50 PENDING UNIT ASSIGNMENT																
LESS THAN 6 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
16 - 20 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	2	2	0	0	0	0	0	0	0	0	0	0	2	2	2	0
MORE THAN 10 YEARS	2	1	0	0	0	0	0	0	0	0	0	0	2	1	2	0
AVERAGE YEARS	23.0	8.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	23.0	8.0	23.0	0.0
BARGAINING UNIT AVERAGE YEARS			15.5													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y51 SUPERVISORY																
LESS THAN 6 YEARS	125	148	18	24	0	0	4	1	5	6	3	0	155	179	2	0
6 - 10 YEARS	345	265	43	95	6	4	2	5	6	4	0	0	402	373	2	5
11- 15 YEARS	400	272	44	78	9	7	11	8	8	10	0	0	472	375	10	9
16 - 20 YEARS	1,001	512	170	186	25	6	31	19	11	12	0	0	1,238	735	75	34
21 - 25 YEARS	310	276	63	108	8	6	12	4	9	6	0	0	402	400	37	38
26 - 30 YEARS	633	412	80	147	9	2	11	15	5	3	0	0	738	579	72	37
31 - 35 YEARS	264	124	23	53	1	1	5	5	2	0	0	0	295	183	29	11
36 - 40 YEARS	60	19	3	10	1	1	0	1	3	0	0	0	67	31	10	6
MORE THAN 40 YEARS	2	1	1	0	0	0	0	0	0	0	0	0	3	1	0	1
BARGAINING UNIT TOTAL	3,140	2,029	445	701	59	27	76	58	49	41	3	0	3,772	2,856	237	141
MORE THAN 10 YEARS	2,670	1,616	384	582	53	23	70	52	38	31	0	0	3,215	2,304	233	136
AVERAGE YEARS	19.7	18.6	19.3	19.7	18.5	17.9	19.2	20.7	18.2	15.0	2.3	0.0	19.6	18.9	24.0	23.4
BARGAINING UNIT AVERAGE YEARS			19.3													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
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BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y52 NONCAREER																
LESS THAN 6 YEARS	135	207	15	32	0	0	3	7	3	3	6	1	162	250	0	0
6 - 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
11- 15 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
16 - 20 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
21 - 25 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
26 - 30 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
31 - 35 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
36 - 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
MORE THAN 40 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BARGAINING UNIT TOTAL	135	207	15	32	0	0	3	7	3	3	6	1	162	250	0	0
MORE THAN 10 YEARS	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE YEARS	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
BARGAINING UNIT AVERAGE YEARS			0.0													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y98 MANAGERIAL																
LESS THAN 6 YEARS	92	88	15	19	0	0	2	2	2	1	1	3	112	113	0	1
6 - 10 YEARS	94	60	6	6	0	0	1	1	1	1	0	0	102	68	1	1
11- 15 YEARS	79	52	6	4	0	0	0	0	0	2	0	0	85	58	3	1
16 - 20 YEARS	124	113	17	25	2	0	3	4	5	3	0	0	151	145	6	6
21 - 25 YEARS	62	60	16	17	2	1	2	0	1	3	0	0	83	81	9	7
26 - 30 YEARS	209	132	33	31	4	3	6	3	1	1	0	0	253	170	26	10
31 - 35 YEARS	138	45	17	27	1	0	4	2	3	2	0	0	163	76	14	6
36 - 40 YEARS	30	12	1	0	1	0	1	0	0	0	0	0	33	12	3	0
MORE THAN 40 YEARS	5	1	0	1	0	0	0	0	0	0	0	0	5	2	1	1
BARGAINING UNIT TOTAL	833	563	111	130	10	4	19	12	13	13	1	3	987	725	63	33
MORE THAN 10 YEARS	647	415	90	105	10	4	16	9	10	11	0	0	773	544	62	31
AVERAGE YEARS	20.8	18.4	20.7	21.1	25.8	27.5	23.6	18.8	18.8	18.8	3.0	1.7	20.8	18.9	27.1	24.6
BARGAINING UNIT AVERAGE YEARS			20.0													

MAIN MIDB CIVIL SERVICE WORKFORCE 20
 REPORT SEQUENCE: UNION_CD
 TABLE USED: HRM_EMP_COMMON

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Y99 CONFIDENTIAL																
LESS THAN 6 YEARS	68	259	13	44	0	2	1	9	1	3	2	6	85	323	0	2
6 - 10 YEARS	54	263	8	33	0	3	3	3	0	5	0	0	65	307	1	1
11- 15 YEARS	19	151	5	26	1	3	1	1	1	3	0	0	27	184	1	5
16 - 20 YEARS	44	274	11	60	0	2	3	23	1	6	0	0	59	365	2	19
21 - 25 YEARS	12	119	3	15	0	3	0	8	0	3	0	0	15	148	3	12
26 - 30 YEARS	34	248	7	69	1	1	0	17	1	2	0	0	43	337	4	26
31 - 35 YEARS	12	130	1	28	2	1	1	2	0	0	0	0	16	161	1	10
36 - 40 YEARS	6	11	0	0	0	0	0	0	0	0	0	0	6	11	0	1
MORE THAN 40 YEARS	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0
BARGAINING UNIT TOTAL	249	1,456	48	275	4	15	9	63	4	22	2	6	316	1,837	12	76
MORE THAN 10 YEARS	127	934	27	198	4	10	5	51	3	14	0	0	166	1,207	11	73
AVERAGE YEARS	13.6	16.4	13.6	17.9	25.8	15.0	13.6	19.0	14.3	14.7	2.5	2.3	13.7	16.6	23.3	23.8
BARGAINING UNIT AVERAGE YEARS			16.2													

BARGAINING UNIT CODE / NAME	WHITE		BLACK		AMERICAN INDIAN/ ALASKAN NATIVE		HISPANIC		ASIAN/ PACIFIC ISLANDER		NOT DISCLOSED		TOTAL		HANDICAP	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
STATEWIDE TOTALS																
LESS THAN 6 YEARS	4,365	5,031	565	1,519	52	34	111	182	75	85	105	66	5,273	6,917	21	26
6 - 10 YEARS	4,858	3,704	556	1,405	80	61	139	152	63	72	0	0	5,696	5,394	32	41
11- 15 YEARS	3,069	2,348	326	627	60	36	86	100	38	50	0	0	3,579	3,161	88	126
16 - 20 YEARS	4,957	3,158	724	1,143	116	49	165	194	61	65	1	0	6,024	4,609	323	257
21 - 25 YEARS	1,266	1,580	271	622	32	25	45	62	25	31	0	0	1,639	2,320	137	187
26 - 30 YEARS	2,219	2,583	345	884	29	30	60	80	20	16	0	0	2,673	3,593	226	227
31 - 35 YEARS	839	807	74	313	10	2	30	18	10	4	0	0	963	1,144	92	70
36 - 40 YEARS	178	115	6	26	2	2	3	3	6	0	0	0	195	146	23	14
MORE THAN 40 YEARS	14	4	3	1	0	0	0	0	1	0	0	0	18	5	4	2
STATEWIDE TOTAL	21,765	19,330	2,870	6,540	381	239	639	791	299	323	106	66	26,060	27,289	946	950
MORE THAN 10 YEARS	12,542	10,595	1,749	3,616	249	144	389	457	161	166	1	0	15,091	14,978	893	883
AVERAGE YEARS	13.8	13.7	14.5	14.2	14.4	14.6	14.3	13.4	13.1	11.7	1.7	1.4	13.8	13.8	21.9	21.3
STATEWIDE AVERAGE YEARS			13.8													

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

AVERAGE AGE, PAY RATE, AND LONGEVITY ANALYSIS BY BARGAINING UNIT

Table 5-3

PAY PERIOD ENDING DECEMBER 31, 2005

UNIT CODE/ NAME	NUMBER OF EMPLOYEES	PERCENT OF CLASSIFIED EMPLOYEES	AVERAGE AGE	AVERAGE HOURLY PAY RATE	COUNT OF EMPLOYEES RECEIVING LONGEVITY	PERCENT OF DEPT. ELIGIBLE FOR LONGEVITY
A02 SAFETY & REGULATORY	1,307	2%	44.3	\$21.97	931	71%
A31 LABOR AND TRADES	2,677	5%	47.0	\$19.60	1,949	73%
C12 SECURITY	9,176	17%	42.0	\$21.27	7,475	81%
E42 HUMAN SERVICES SUPPORT	816	2%	46.1	\$19.93	401	49%
H21 SCIENTIFIC & ENGINEERING	2,268	4%	42.7	\$27.95	1,501	66%
L32 TECHNICAL	1,000	2%	44.0	\$21.07	701	70%
T01 STATE POLICE ENLISTED	1,576	3%	38.5	\$27.43	1,409	89%
U11 INSTITUTIONAL	2,600	5%	45.2	\$17.93	1,694	65%
W22 HUMAN SERVICES	9,100	17%	45.9	\$24.03	6,541	72%
W41 ADMINISTRATIVE SUPPORT	7,701	14%	45.8	\$18.17	5,339	69%
Y23 BUSINESS & ADMINISTRATION	4,365	8%	46.3	\$27.72	3,300	76%
Y50 PENDING UNIT ASSIGNMENT	4	0%	45.3	\$20.31	3	75%
Y51 SUPERVISORY	6,643	12%	48.9	\$29.35	6,274	94%
Y52 NONCAREER	412	1%	24.4	\$12.41	0	0%
Y98 MANAGERIAL	1,712	3%	50.9	\$42.58	1,491	87%
Y99 CONFIDENTIAL	2,153	4%	46.4	\$24.23	1,705	79%
STATEWIDE TOTALS	53,510	100%	45.2	\$23.77	40,714	76%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, non career or on workers compensation in primary positions only.

MAIN MIDB CIVIL SERVICE WORKFORCE 25
REPORT SEQUENCE: UNION_CD
TABLE USED: HRM_APPT_DEPART

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING DECEMBER 31, 2005

		Health Insurance							Dental Insurance						Vision Insurance	
Bargaining Unit		Total Employees	State Sponsored Health	%	Health Maintenance	%	Catastrophic Health	%	State Sponsored Dental	%	Dental Maintenance	%	Preventive Dental	%	State Sponsored Vision	%
W41	ADMINISTRATIVE SUPPORT	7,228	3,329	46%	3,314	46%	96	1%	6,499	90%	260	4%	27	0%	6,806	94%
Y23	BUSINESS & ADMINISTRATION	4,364	1,772	41%	2,227	51%	68	2%	3,949	90%	146	3%	17	0%	4,122	94%
Y99	CONFIDENTIAL	2,145	838	39%	1,080	50%	33	2%	1,927	90%	51	2%	1	0%	1,976	92%
W22	HUMAN SERVICES	9,085	5,327	59%	3,138	35%	107	1%	8,336	92%	284	3%	43	0%	8,679	96%
E42	HUMAN SERVICES SUPPORT	816	519	64%	235	29%	9	1%	734	90%	37	5%	1	0%	776	95%
U11	INSTITUTIONAL	2,574	1,668	65%	753	29%	13	1%	2,408	94%	39	2%	3	0%	2,452	95%
A31	LABOR AND TRADES	2,564	1,474	57%	913	36%	21	1%	2,405	94%	5	0%	8	0%	2,418	94%
Y98	MANAGERIAL	1,712	888	52%	714	42%	16	1%	1,614	94%	25	1%	4	0%	1,642	96%
Y52	NONCAREER	2	1	50%	1	50%	0	0%	2	100%	0	0%	0	0%	2	100
Y50	PENDING UNIT ASSIGNMENT	4	0	0%	4	100%	0	0%	3	75%	1	25%	0	0%	4	100
A02	SAFETY & REGULATORY	1,270	878	69%	290	23%	18	1%	1,181	93%	13	1%	4	0%	1,206	95%
H21	SCIENTIFIC & ENGINEERING	2,267	1,223	54%	895	39%	35	2%	2,107	93%	46	2%	14	1%	2,183	96%
C12	SECURITY	9,176	5,688	62%	3,052	33%	54	1%	8,645	94%	178	2%	16	0%	8,838	96%
T01	STATE POLICE ENLISTED	1,576	1,428	91%	114	7%	4	0%	1,543	98%	3	0%	0	0%	1,546	98%
Y51	SUPERVISORY	6,641	3,720	56%	2,473	37%	80	1%	6,186	93%	119	2%	19	0%	6,326	95%
L32	TECHNICAL	979	561	57%	369	38%	12	1%	924	94%	24	2%	5	1%	952	97%
STATEWIDE TOTALS:		52,403	29,314	56%	19,572	37%	566	1%	48,463	92%	1,231	2%	162	0%	49,928	95%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

ACTIVE CLASSIFIED EMPLOYEES ENROLLED IN STATE SPONSORED INSURANCE PLANS BY BARGAINING UNIT
PAY PERIOD ENDING DECEMBER 31, 2005

		Disability Insurance					Life Insurance				Long Term Care Insurance	
Bargaining Unit		Total Employees	CMI	%	Reliastar	%	United of Omaha	%	United Of Omaha Reduced Life	%	Met Life	%
W41	ADMINISTRATIVE SUPPORT	7,228	6,523	90%	138	2%	6,813	94%	397	5%	749	10%
Y23	BUSINESS & ADMINISTRATION	4,364	3,820	88%	49	1%	4,039	93%	310	7%	882	20%
Y99	CONFIDENTIAL	2,145	1,958	91%	26	1%	2,016	94%	125	6%	425	20%
W22	HUMAN SERVICES	9,085	8,419	93%	0	0%	8,543	94%	537	6%	1,137	13%
E42	HUMAN SERVICES SUPPORT	816	677	83%	0	0%	758	93%	58	7%	61	7%
U11	INSTITUTIONAL	2,574	2,298	89%	2	0%	2,493	97%	81	3%	73	3%
A31	LABOR AND TRADES	2,564	2,299	90%	17	1%	2,461	96%	97	4%	135	5%
Y98	MANAGERIAL	1,712	1,567	92%	37	2%	1,627	95%	84	5%	478	28%
Y52	NONCAREER	2	0	0%	0	0%	1	50%	1	50%	0	0%
Y50	PENDING UNIT ASSIGNMENT	4	4	100%	0	0%	4	100%	0	0%	1	25%
A02	SAFETY & REGULATORY	1,270	1,135	89%	91	7%	1,201	95%	66	5%	96	8%
H21	SCIENTIFIC & ENGINEERING	2,267	1,875	83%	24	1%	2,080	92%	186	8%	288	13%
C12	SECURITY	9,176	8,731	95%	0	0%	8,920	97%	255	3%	252	3%
T01	STATE POLICE ENLISTED	1,576	1,464	93%	1,119	71%	1,538	98%	32	2%	94	6%
Y51	SUPERVISORY	6,641	6,379	96%	214	3%	6,409	97%	228	3%	1,132	17%
L32	TECHNICAL	979	847	87%	20	2%	902	92%	75	8%	89	9%
STATEWIDE TOTALS:		52,403	47,996	92%	1,737	3%	49,805	95%	2,532	5%	5,892	11%

NOTE: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or on workers compensation in primary positions only.

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 01 Ending December 31, 2005

EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	A02 Safety & Regulation	A31 Labor & Trades	C12 Security	E42 Human Services Support	H21 Scientific & Engineering	L32 Technical	T01 State Police Enlisted	U11 Institutional	W22 Human Services	W41 Administrative Support	Total Exclusively Represented
AGRICULTURE	79	612	34	64	0	0	245	18	0	0	0	88	449
ATTORNEY GENERAL	11	528	32	3	0	0	0	0	0	0	0	111	146
AUDITOR GENERAL	03	152	0	2	0	0	0	0	0	0	0	2	4
CIVIL RIGHTS	15	133	0	0	0	0	0	0	0	0	61	19	80
CIVIL SERVICE	19	215	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY HEALTH	39	4,298	50	121	198	0	144	48	0	1,142	675	590	2,968
CORRECTIONS	47	16,656	15	849	8,910	0	11	85	0	555	2,072	1,244	13,741
EDUCATION	31	371	2	13	0	1	0	0	0	24	112	83	235
ENVIRONMENTAL QUALITY	76	1,518	34	2	0	0	834	54	0	0	1	215	1,140
EXECUTIVE OFFICE	01	48	0	0	0	0	0	0	0	0	0	0	0
HISTORY ARTS AND LIBRARIES	25	233	22	25	0	0	7	3	0	0	48	49	154
HUMAN SERVICES	43	9,788	184	66	0	65	4	4	0	348	5,679	1,340	7,690
INFORMATION TECHNOLOGY	08	1,727	0	27	0	0	5	59	0	0	1	275	367
LABOR & ECONOMIC GROWTH	64	4,323	272	79	0	750	89	9	0	22	383	880	2,484
MANAGEMENT & BUDGET	07	1,016	6	297	0	0	31	12	0	0	2	139	487
MILITARY AFFAIRS	51	928	32	132	0	0	20	10	0	460	27	59	740
NATURAL RESOURCES	75	1,620	359	141	0	0	251	159	0	11	25	208	1,154
STATE	23	1,876	28	23	0	0	0	0	0	0	1	1,256	1,308
STATE POLICE	55	2,713	167	27	0	0	82	28	1,567	6	0	312	2,189
TRANSPORTATION	59	2,996	56	781	0	0	542	509	0	0	2	263	2,153
TREASURY	27	1,598	11	9	0	0	3	1	0	0	3	562	589
Grand Total:		53,349	1,304	2,661	9,108	816	2,268	999	1,567	2,568	9,092	7,695	38,078

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

BARGAINING UNIT ANALYSIS BY DEPARTMENT

Pay Period Number: 01 Ending December 31, 2005

NON-EXCLUSIVELY REPRESENTED EMPLOYEES

Department		No. of Employees	Y23 Business & Administrative	Y99 Confidential	Y98 Managerial	Y52 Non-Career	Y00/Y50 Pending Assignment	Y51 Supervisory	Total Non-Exclusively Represented
AGRICULTURE	79	612	32	22	22	12	0	75	163
ATTORNEY GENERAL	11	528	24	51	296	0	0	11	382
AUDITOR GENERAL	03	152	0	73	27	6	0	42	148
CIVIL RIGHTS	15	133	2	21	11	2	0	17	53
CIVIL SERVICE	19	215	0	171	22	6	0	16	215
COMMUNITY HEALTH	39	4,298	414	145	171	20	2	578	1,330
CORRECTIONS	47	16,656	155	294	159	7	0	2,300	2,915
EDUCATION	31	371	54	32	19	1	0	30	136
ENVIRONMENTAL QUALITY	76	1,518	60	46	22	66	0	184	378
EXECUTIVE OFFICE	01	48	0	45	0	3	0	0	48
HISTORY ARTS AND LIBRARIES	25	233	20	13	21	4	0	21	79
HUMAN SERVICES	43	9,788	400	385	190	0	0	1,123	2,098
INFORMATION TECHNOLOGY	08	1,727	996	68	85	33	0	178	1,360
LABOR & ECONOMIC GROWTH	64	4,323	879	238	235	99	1	387	1,839
MANAGEMENT & BUDGET	07	1,016	159	147	69	33	0	121	529
MILITARY AFFAIRS	51	928	19	25	16	2	0	126	188
NATURAL RESOURCES	75	1,620	76	50	53	14	0	273	466
STATE	23	1,876	142	77	51	9	0	289	568
STATE POLICE	55	2,713	117	52	47	2	0	306	524
TRANSPORTATION	59	2,996	196	129	85	64	1	368	843
TREASURY	27	1,598	617	69	111	29	0	183	1,009
Grand Total:		53,349	4,362	2,153	1,712	412	4	6,628	15,271

Note: This report reflects classified employees who are full-time, part-time, permanent intermittent, limited term, seasonal, or non career in primary positions only.

GLOSSARY

GLOSSARY

American Indian or Alaskan Native - Persons having origins in any of the original people of North America, and who maintain cultural identification through tribal affiliation or community recognition. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Asian or Pacific Islander - Persons having origins in any of the original peoples of the Far East, Southeast Asia, the Indian Subcontinent, or the Pacific Islands. This area includes, for example, China, Japan, Korea, the Philippine Islands, and Samoa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Average - The figure obtained by dividing the sum total of a set of data by the number of figures in the set of data. In this report, the average has been used synonymously with mean.

Black (Not of Hispanic Origin) - Persons having origins in any of the Black racial groups of Africa. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Career Appointment - An indefinite appointment expected to last the equivalent of 90 full-time workdays or more in a calendar year is career employment.

Civil Service Positions - Positions as defined in the classified service.

Classified Employee - Any employee of the State of Michigan over which the Civil Service Commission has jurisdiction pursuant to the State Constitution.

Classified Service - The Michigan State classified civil service.

Compensation - Pay and benefits received by an employee for work performed.

Disability - Disability means any of the following:

- (1) A determinable physical or mental characteristic of a person, which may result from disease, injury, congenital condition of birth, or functional disorder, if the characteristic:
 - (A) Substantially limits one or more of the major life activities of the person, and
 - (B) Is unrelated to (1) the person's ability to perform the duties of a particular job or position or (2) the person's qualifications for employment or promotion.
- (2) A history of a determinable physical or mental characteristic.
- (3) Being regarded as having a determinable physical or mental characteristic.

Employee Status Code Descriptions (active employees):

AA: Full-time (Classified)
AB: Part-time (Classified)
AC: Permanent Intermittent (Classified)
AD: Limited Term (Classified)
AE: Seasonal (Classified)
AF: Unclassified
AP: Workers Compensation
AQ: Non Career/Per Diem
AR: Special Personal Services (Unclassified)

Filled Position - A position in which a person is presently working.

Fiscal Year - October 1 of a given year through September 30 of the next year. (Prior to fiscal year 1975-76, the fiscal year was July 1 - June 30. Transition fiscal year 1975-76 was 15 months long.)

Full Time Employee - Those employees scheduled to work 80 hours biweekly full-time.

General Fund - The major operating fund of the state receiving all tax receipts and other types of revenue not specified by law to be placed in special funds.

Hispanic - Persons of Mexican, Puerto Rican, Cuban, Central or South American, or other Spanish culture or origin, regardless of race. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Hourly Employees - Those employees scheduled to work less than 80 hours biweekly, paid hourly.

HRMN - Human Resources Management Network (HRMN) means the integrated network delivering payroll, personnel, and employee benefits functionality and data exchange among agencies and third parties. Stage I of HRMN implementation took place in March 2001 replacing PPRISM.

Indefinite Appointment - A career appointment with no fixed ending date at the time of appointment.

Intermittent Employee - Those employees scheduled to work on an on-call or periodic basis due to demand and workflow. These employees may work an hourly or full-time schedule within an 80-hour biweekly pay period.

Job Category - Eight standard job categories from the Federal Equal Employment Opportunity Commission, used by state and local governments in reporting statistics to the federal government. These are as follows:

01: Officials and Administrators - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. Includes: department heads; bureau chiefs; division chiefs; directors; deputy directors; controllers; wardens; superintendents; sheriffs; police and fire chiefs and inspectors; examiners (bank, hearing, motor vehicle, warehouse); inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation); assessors; tax appraisers and investigators; coroners; farm managers; and kindred workers.

02: Professionals - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants, librarians, management analysts, airplane pilots and navigators, surveyors and mapping scientists, and kindred workers.

03: Technicians - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. Includes: computer programmers; drafters; survey and mapping technicians; licensed practical nurses; photographers; radio operators; technical illustrators; highway technicians; technicians (medical, dental, electronic, physical sciences); police and fire sergeants; inspectors (production or processing inspectors, testers and weighers); and kindred workers.

04: Protective Service Workers - Occupations in which workers are entrusted with public safety, security, and protection from destructive forces. Includes: police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, game and fish wardens, park rangers (except maintenance), and kindred workers.

05: Paraprofessionals - Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. Included: research assistants, medical aids, child support workers, policy auxiliary welfare service aids, recreation assistants, homemakers aides, home health aides, library assistants and clerks, ambulance drivers and attendants, and kindred workers.

06: Office and Clerical - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information, and other paperwork required in an office. Includes: bookkeepers, messengers, clerk-typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.

07: Skilled Craft Workers - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. Includes: mechanics and repairers, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, power plant operators, water and sewage treatment plant operators, and kindred workers.

08: Service/Maintenance Workers - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: chauffeurs, laundry and dry cleaning operatives, truck drivers, bus drivers, garage laborers, custodial employees, gardeners and groundskeepers, refuse collectors, construction laborers, park rangers (maintenance), farm workers (except managers), craft apprentices/trainees/helpers, and kindred workers.

Job-Share Employee - Those employees scheduled to share a portion of an 80-hour biweekly schedule with one or more other positions that in aggregate perform the duties of a single full-time position (as defined by Civil Service and Management and Budget in the joint letter of 12/26/85)

Limited Term Employee - Those employees hired with a fixed appointment expiration date. These employees are entitled to fringe benefits providing they meet specified eligibility requirements.

MAIN - Michigan Administrative Information Network - established in 1992 to develop, implement, and operate a fully integrated, automated administrative management information system for the State of Michigan.

Median - A value that represents the point at which half the items in a data set are greater than or equal to it and half are less than or equal to it.

MIDB - Management Information Data Base.

Non-Career Employee - Those employees hired on a non-career basis to work 719 hours or less in a calendar year. These employees are not entitled to fringe benefits.

Pay Range - A number that designates the range of pay rates or single pay received by a job class.

Pay Step - A pay level within a pay range.

Position - A classified job identified by its respective duties and responsibilities.

Primary Position - The level one position in HRMN which determines the employee's status and benefits eligibility.

Principal Department - One of not more than 20 executive branch departments provided for by article 5, section 2, of the constitution.

PPRISM - The statewide computer system of employee personnel and payroll transactions. PPRISM is an acronym for Personnel/PayRoll Information System for Michigan. Phase I of PPRISM's implementation took place in June 1987. Phase II of PPRISM's implementation took place in June 1990. PPRISM was replaced by HRMN (Human Resources Management Network) in March 2001.

Process Level - A HRMN term that represents principal department, autonomous entity, or agency of convenience.

Recall List - An employment list of persons who have been laid off, transferred, or demoted for reasons of administrative efficiency, lack of work, or absence of sufficient funds.

Seasonal Employee - Those employees scheduled to work according to seasonal department work schedules. These employees may work 80 hours biweekly during certain periods of the year.

Special Personal Services Employee - A contractor who is an employee of a state agency and who is not a classified employee, an exempt employee, or an excepted employee.

Turnover Separation - All separations, whether voluntary or involuntary, except as follows: expired appointments (those hired with a fixed expiration date at time of hire) and laid-off employees (who are not considered separated until return rights have been exhausted).

Unclassified Employee - An employee working in a position exempted or excepted from the classified service pursuant to the State Constitution (e.g., elected officials, heads of principal departments, members of boards and commissions, employees of the legislature, employees of courts of record, etc.).

Unit Designations - A combination of union and unit codes is assigned to each classified position. The union code identifies the employee organization that by election process has won recognition as the exclusive bargaining agent for the unit. The unit code represents a particular grouping of job classifications having related duties as established by the definition of the unit. Generally, most positions in a class will have the same unit code. However, the nature of some positions will require their exclusion from the unit. In instances where this exclusion occurs, secondary class codes have been established to accommodate those positions excluded from the unit. Following are definitions of Union and Unit Codes:

Union Codes

- A** Michigan State Employees Association (MSEA), and Police Officers Association of Michigan (POAM)
- C** Michigan Corrections Organization (MCO)
- E** Local 31-M, Service Employees International Union, AFL-CIO (SEIU)
- H** Michigan Public Employees (MPES)
- L** United Technical Employees Association (UTEA)
- T** Michigan State Police Troopers Association (MSPTA)
- U** American Federation of State, County, and Municipal Employees, Council 25, AFL-CIO (AFSCME)
- W** United Automobile, Aerospace, and Agricultural Implement Workers of America (UAW)
- Y** No Exclusive Employee Organization Representation
- Z** Unclassified - No Exclusive Employee Organization

Unit Code	<u>Unit</u>
01	<u>State Police Enlisted Unit</u> This unit consists of all non-supervisory enlisted positions, including sergeants, in the Michigan State Police.
02	<u>Safety and Regulatory Unit</u> Employees in this unit are involved in one or more of the following activities: conducting inspections or investigations designed to detect violations of federal or state statutes, rules, regulations; enforcing these rules, regulations, or statutes; appraising the grade, condition, or sanitation of food, objects, activities, or procedures; protection of person, buildings, grounds, or natural resources.
11	<u>Institutional Unit</u> This unit includes all non-professional classifications, which provide indirect or direct services to patients or residents of state facilities, excluding correctional security classifications.
12	<u>Security Unit</u> The Security Unit includes non-professional employees involved in direct custody and treatment of inmates under the supervision of the Department of Corrections and residents of state facilities for the criminally insane.
21	<u>Scientific and Engineering Unit</u> Employees in this unit perform work in the areas of physical and biological sciences or in the field of engineering or architecture through applying principles, theories, practices, and methods generally learned through a four-year or advanced post-secondary course of study.
22	<u>Human Services Unit</u> Employees in this unit perform work in the areas of counseling, education, rehabilitation, and other assistance for the socially disabled or disadvantaged through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
23	<u>Business and Administrative Unit</u> Employees in this unit perform work in such areas as personnel, accounting, training, auditing, commercial, and business fields, information, and other fields related to business, commercial, and administrative support, through applying principles, theories, practices, and methods learned through educational degrees, special training and experience.
31	<u>Labor and Trades Unit</u> Employees in this unit perform skilled and semi-skilled trades work as well as general labor activities.
32	<u>Technical Unit</u> Employees in this unit provide support services in the area of science and engineering.
41	<u>Administrative Support Unit</u> This unit includes all occupational groupings engaged in preparing, transcribing, recording, filing, systematizing, maintaining, and routinely dispensing of records, reports, communications, and information by manual process and by operating various office machines and equipment. Also, this unit includes employees who use work products from clerical classifications and exercise judgment in the application of statutes, rules, regulations, or policies including positions supporting business and administrative activities.
42	<u>Human Services Support Unit</u> This unit consists of classifications engaged in delivery of paraprofessional human services to the citizens of the State.
50	<u>Pending Unit Assignment</u> Employees in positions in classifications that are pending unit assignment.

51 Supervisory Unit

Employees in this unit have the authority to hire, assign, transfer, discipline for cause, lay off, recall, promote, reallocate, or evaluate other employees, or responsibility to direct them, or to adjust their grievances, or effectively recommend such actions if in connection with the foregoing. The exercise of such authority is not of a merely routine or clerical nature but rather requires the use of independent judgment.

52 Non-Career

Employees in non-career classes that are ineligible for collective bargaining (e.g., student assistants).

98 Managerial Unit

The Managerial Unit is made up of employees who: (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who administer and carry out policies and programs of such principal departments or subdivisions; or manage, administer, and control local branch offices of principal departments, including the physical, financial, and/or personnel resources thereof, in order to carry out the mission of the agency; or (c) represent or advise management in legal matters; or (d) adjudicate disputes involving employees or mediate labor management relations in the public or private sector; or (e) who may reasonably be required on behalf of the State Employer or the departmental employer to assist in the preparation for conduct of negotiations with employees; or (f) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

99 Confidential Unit

Confidential employees are those who assist in a confidence capacity, persons who (a) formulate policy, direct the work of an agency or major subdivision thereof; or (b) who may reasonably be required on behalf of the State Employer or the Departmental Employer to assist in the preparation for conduct of negotiations with employees; or (c) have a major role in personnel administration labor relations, or the preparation and administration of budgets at the central level of state government, or for a principal department or major subdivision thereof.

Vacant Position - A position that is unfilled.

White (Not of Hispanic Origin) - Persons having origins in any of the original peoples of Europe, North Africa, or the Middle East. This definition is provided by the US Equal Employment Opportunity Commission for federal reporting requirements.

Workforce - Those persons employed in the classified service by the state of Michigan.